UTL SOLAR

September 02, 2026

The Manager Listing Department **National Stock Exchange of India Limited** Exchange Plaza, C-1, Block G Bandra Kurla Complex Bandra (E), Mumbai 400 051 Maharashtra, India Scrip Symbol : UTLSOLAR	The Manager Listing Department **BSE Limited** Phiroze Jeejeebhoy Towers Dalal Street, Fort Mumbai 400 001 Maharashtra, India Scrip Code: 544613

Subject: Submission of Business Responsibility and Sustainability Report for the Financial Year 2025-26

Dear Sir/Madam,

In terms of the provisions of Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report of the Company for the Financial Year 2025-26.

The above details will also be available on the website of the Company at https://www.utlsolarfujiyama.com/

Kindly take the same on record.

Thanking you,

Yours Sincerely,

For Fujiyama Power Systems Limited
(Formerly Fujiyama Power Systems Private Limited)

MAYURI GUPTA
Digitally signed by MAYURI GUPTA
Date: 2026.09.02 16:29:38 +05'30'

Mayuri Gupta
Company Secretary and Compliance Officer
M No.: A75210

Encl: As Above

Business Responsibility and Sustainability Report

About the Report

This Business Responsibility and Sustainability Report (BRSR) present Fujiyama Power Systems Limited's environmental, social, and governance (ESG) performance for the reporting year, in alignment with the applicable SEBI BRSR framework and guidelines. The report outlines the company's approach, policies, initiatives, key actions, and progress against the nine principles of responsible business conduct prescribed by SEBI, mapped to the relevant United Nations Sustainable Development Goals (SDGs). The disclosures encompass the company's operations, stakeholder engagement mechanisms, risk management practices, and continuous improvement initiatives, ensuring transparency, accountability, and comparability with industry practices. The BRSR forms an integral part of Fujiyama Power Systems Limited's Annual Report and reflects the company's commitment to responsible growth and sustainable value creation for its stakeholders.

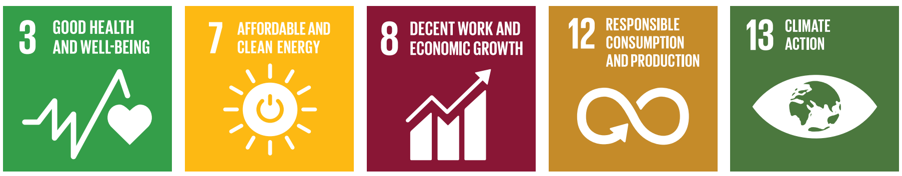
Alignment with Sustainable Development Goals (SDGs)

United Nations Sustainable Development Goals (SDGs) provide a globally recognized framework for addressing key environmental, social, and economic challenges. Fujiyama Power Systems Limited aligns its business strategy and sustainability initiatives with relevant SDGs, integrating them into its operational and strategic decision-making processes.

As a renewable energy solutions provider, the Company primarily contributes to SDG 7: Affordable and Clean Energy by promoting the adoption of solar power and enhancing energy access. Additionally, its focus on resource efficiency, responsible sourcing, and environmental stewardship supports SDG 12: Responsible Consumption and Production and SDG 13: Climate Action.

Through its commitment to ethical business practices, employee well-being, and community development initiatives, the Company also advances SDG 8: Decent Work and Economic Growth and SDG 3: Good Health and Well-being.

The disclosures presented in this report reflect the Company's ongoing efforts to contribute meaningfully towards these goals while creating long-term value for stakeholders and supporting India's transition to a sustainable, low-carbon future.



Message from the Chairman

At Fujiyama Power Systems Limited, sustainability is not only embedded in our products and technologies but also in the way we engage with society and the environment. As a company committed to advancing renewable energy solutions, we recognize that our responsibility extends beyond delivering innovative solar technologies to actively contributing to the development of resilient communities and a sustainable future.

Our approach to Corporate Social Responsibility is aligned with our broader vision of creating long-term value for stakeholders while addressing key societal challenges. Through our initiatives, we focus on empowering individuals and communities by supporting education, sustainable livelihoods, environmental stewardship, and community development. In particular, we believe that technical education plays a vital role in preparing the next generation of innovators and leaders who will drive the transition toward a clean energy economy.

In line with this commitment, we support programs that enhance technical capabilities and career opportunities for young professionals. By enabling skill development and improving employability, these initiatives contribute to building a skilled workforce in green technologies, generating employment opportunities and fostering entrepreneurship within local communities.

As India accelerates its transition toward renewable energy and a low-carbon economy, Fujiyama Power Systems Limited remains dedicated to contributing to this transformation through innovation, responsible operations, and meaningful social impact. We will continue to strengthen our sustainability framework and collaborate with stakeholders to create lasting value for society and the environment.

I extend my sincere gratitude to our employees, partners, customers, and communities whose continued trust and collaboration inspire us to move forward with purpose and responsibility.

Pawan Kumar Garg

Chairman & Joint Managing Director
Fujiyama Power Systems Limited

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1.	Corporate Identity Number (CIN) of the Company	L31909DL2017PLC326513
2.	Name of the Company	Fujiyama Power Systems Limited
3.	Year of Incorporation	November 29, 2017
4.	Registered office address	53A/6, Near NDPL Grid Office, Near Metro Station, Industrial Area Sat Guru Ram Singh Marg, Delhi 110015, India
5.	Corporate office address	Plot No. 51-52, Sector Ecotech-1, Ecotech extension-1 Greater Noida 201310, Uttar Pradesh, India
6.	E-mail	investor@utlsolarfujiyama.com
7.	Telephone	+91 011 41055305
8.	Website	http://www.utlsolarfujiyama.com
9.	Financial year for which reporting is being done	FY2025-2026
10.	Name of the Stock Exchange(s) where shares are listed	BSE Limited and National Stock Exchange of India Limited
11.	Paid-up Capital	₹ 30,64,10,934
12.	Name and contact details (telephone, email address) of the person for BRSR Reporting	Rajinder Singh - General Manager HR Email:- rajinder.singh@utlups.com
13.	Reporting boundary	The data has been provided only for the current financial year 2025-26 as the company got listed in the financial year 2025-26 only. The BRSR Report for the financial year 2026-27 onwards will contain figures for previous years.
14.	Name of assurance provider	This is not applicable as the company does not fall in the top 500 companies by market capitalization as on 31st December, 2025.
15.	Type of assurance obtained	Not applicable in view of the response to Point No. 14

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.	Manufacturing of Solar Power & Power Electronics Components	Solar Power Generation Systems, Power backup solution, Power supply solution and Chargers	100%

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

S. No.	Product/Services	NIC Code	% of total turnover contributed
1.	Solar Power Generating System	2611	More than 90%

III.Operations

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

S. No.	Location	Number of plants	Number of offices	Total
1.	**National**	5#	18*	23
2.	**International**	0	0	0

* Including 13 Warehouses

Including Bawal plant where fire incident happened on 06th May 2026.

19. Markets served by the entity

a. Number of locations

S. No.	Number of Locations served	Number
1.	**National (Number of states)**	23 states
2.	**International (Number of countries)**	10

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

The export constitutes 1.46% of the turnover of the entity.

c. A brief on types of customers:

We serve a diverse customer base including residential households, commercial establishments, and industrial facilities, providing solar energy solutions, solar panel, inverters, batteries, and reliable power backup systems. We also cater to institutional customers such as educational institutions, offices, and service facilities that require efficient and uninterrupted energy solutions. Additionally, we reach our customers through an extensive network of distributors, dealers, and channel partners, enabling wider accessibility and effective after-sales support across various regions.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees					
1.	Permanent (D)	2278	2020	89%	258	11%
2.	Other than permanent (E)	0	0	0%	0	0%
3.	**Total employees (D+E)**	2278	2020	89%	258	11%
	Workers					
4.	Permanent (F)	1490	1392	93%	98	7%
5.	Other than permanent (G)	1632	1394	85%	238	15%
6.	**Total workers (F+G)**	3122	2786	89%	336	11%

b. Differently abled Employees and workers:

S. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B/A)	No. (C)	% (C/A)
	Differently abled Employees					
1.	Permanent (D)	1	1	100%	0	0%
2.	Other than permanent (E)	0	0	0%	0	0%
3.	**Total Differently abled employees (D+E)**	1	1	100%	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	No. and percentage of Females	
	No. (A)	No. (B)	% (B/A)
Board of Directors	6	1	16.67%
Key Management Personnel	4	1	25%

22. Turnover rate for permanent employees and workers

Category	FY 2025-26			FY 2024-25			FY 2023-24		
	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)	Male (%)	Female (%)	Total (%)
Permanent employees	25.6%	28.6%	25.8%	-	-	-	-	-	-
Permanent workers	40.0%	5.0%	35.0%	-	-	-	-	-	-

Mr. Yogesh Dua, CEO & JMD of Fujiyama Power Systems Limited, met Hon'ble CM Yogi Adityanath Ji to explore new possibilities for expanding solar power across Uttar Pradesh.

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

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

S. No.	Name of the holding / subsidiary / associate companies / joint ventures	Is it a holding/ Subsidiary/ Associate/ Joint Venture	% Of shares held by listed entity	Does the entity participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
-	-	-	-	-

*The company has no holding / subsidiary / associate companies / joint ventures

VI. CSR details

24.

I. **Whether CSR is applicable as per section 135 of Companies Act, 2013:** Yes

II. **If yes, Turnover –** ₹26,545.06 million

III. **Net worth –** ₹12,733.56 million

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 (NGBRC):

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			FY 2024-25		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes* https://www.utlsolarfujiyama.com/investor-relations/shareholders-information/	-	-	-	-	-	-
Investors (other than shareholders)	Yes** https://www.utlsolarfujiyama.com/investor-relations/	-	-	-	-	-	-
Shareholders	Yes** https://www.utlsolarfujiyama.com/investor-relations/	-	-	-	-	-	-
Employees and workers	Yes*** Available on Company's intranet	196	0	-	-	-	-
Customers	Yes**** Available on Company's intranet	13	39	Pending complaints include the consumer cases from the previous years which are pending at the consumer forum	-	-	-
Value Chain Partners	Yes* Available on Company's intranet	-	-	-	-	-	-
Other (please specify)	-	-	-	-	-	-	-

* No complaints were received from communities, value chain partners, or investors during FY 2025-26 and FY 2024-25. Complaints or grievances from communities and value chain partners, if any, are addressed by the relevant departments on a case-by-case basis.

** The Company has appointed MUFG Intime India Private Limited as its Registrar and Share Transfer Agent (RTA) to handle shareholder grievances and complaints. Additionally, shareholders can reach out via the designated email ID: investor@utlsolarfujiyama.com. Complaints received through this channel are promptly forwarded to the RTA for necessary resolution.

*** Details of the grievance redressal mechanism for employees and workers are provided under Principle 3, Point No.6.

**** For consumers, various mechanisms are available to register complaints and provide feedback, including a customer helpline/toll-free number and the Company's official website.

Our Brand Ambassador, Suryakumar Yadav, recognized for his exceptional performance, precision, and dynamic approach, he embodies the core values of Fujiyama - innovation, reliability, and high performance. This association reflects the Company's commitment to delivering advanced, future-ready solar solutions and strengthening its efforts to expand access to clean energy across India.

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

Material Issue Identified	Is it 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
Transition to Renewable Energy	Opportunity	The global and national focus on decarbonization, along with India's commitment to achieving significant non-fossil fuel capacity, has accelerated the demand for renewable energy solutions. As a solar technology provider, the Company is well-positioned to benefit from this transition through increased adoption of its products and solutions.	NA	Positive
Energy Efficiency and Sustainable Manufacturing	Opportunity	Implementation of energy-efficient technologies such as regenerative load banks, automated systems, and solar-powered facilities enhances operational efficiency and reduces energy consumption. These initiatives also align with sustainability goals and regulatory expectations.	NA	Positive

Material Issue Identified	Is it 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
Technological Innovation in Solar Products	Opportunity	Continuous investment in research and development enables the Company to enhance product performance, efficiency, and reliability. Innovations such as AI-enabled monitoring and advanced solar components strengthen competitiveness in the renewable energy market.	NA	Positive
Climate Change and Regulatory Compliance	Risk	Evolving environmental regulations, climate-related disclosure requirements, and sustainability standards may increase compliance obligations and require additional investments in cleaner technologies and reporting systems.	The Company continuously monitors regulatory developments, adopts renewable energy solutions within its operations, and integrates energy-efficient technologies to ensure compliance. Internal controls and governance frameworks support adherence to evolving standards.	Negative
Supply Chain Disruptions	Risk	Dependence on key raw materials and electronic components exposes the Company to risks such as price volatility, geopolitical factors, and supply chain disruptions, which may impact production and delivery timelines.	The Company mitigates these risks through supplier diversification, strategic sourcing, maintaining optimal inventory levels, and establishing long-term supplier relationships to ensure continuity of supply.	Negative
Workforce Skill Development in Green Technologies	Opportunity	The rapid growth of the renewable energy sector has created a demand for skilled professionals in solar manufacturing, installation, and maintenance. Investing in skill development enhances workforce capability and operational efficiency.	NA	Positive
Community Development and CSR Initiatives	Opportunity	CSR initiatives focused on education, livelihood generation, and community welfare strengthen stakeholder relationships and enhance the Company's social license to operate. These initiatives also contribute to inclusive growth and brand reputation.	NA	Positive
Health and Safety in Manufacturing Operations	Risk	Manufacturing operations involve potential occupational hazards that may impact employee health and safety if not adequately managed. Any incidents may lead to operational disruptions and reputational risks.	The Company has implemented ISO 45001-certified occupational health and safety systems, conducts regular safety audits, provides training, ensures availability of PPE, and maintains continuous monitoring of workplace conditions to mitigate risks.	Negative

The dealer meet in Bankura, West Bengal brought partners together to discuss product updates, strengthen collaboration, and explore new opportunities to grow solar solutions in the region.

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. These are briefly as under:

P1	Businesses should conduct and govern themselves with integrity and in a manner that is ethical, transparent, and accountable
P2	Businesses should provide goods and services in a manner that is sustainable and safe
P3	Businesses should respect and promote the well-being of all employees, including those in their value chains
P4	Businesses should respect the interests of and be responsive to all its stakeholders
P5	Businesses should respect and promote human rights
P6	Businesses should respect and make efforts to protect and restore the environment
P7	Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent
P8	Businesses should promote inclusive growth and equitable development
P9	Businesses should engage with and provide value to their consumers in a responsible manner

PRINCIPLE P1:
Transparency & Accountability
- Code of Conduct for Board and Senior Management
- Code of Conduct for Employees and Workers
- Code of Conduct for Suppliers
- Related Party Transactions Policy
- Corporate Governance Policy
- Materiality Determination Policy
- Policy for Determining Materiality of Events
- Dividend Distribution Policy

PRINCIPLE P2:
Product Responsibility
- Environmental Management System Policy
- ISO 14001

PRINCIPLE P3:
Employee Development
- Sexual Harassment Policy
- Human Rights Policy
- Nomination & Remuneration Policy
- Whistle Blower / Vigil Mechanism Policy
- ESOP Scheme

PRINCIPLE P4:
Stakeholder Engagement
- Policy on Preservation of Documents
- Archival Policy
- Materiality Policy

PRINCIPLE P5:
Human Rights
- Sexual Harassment Policy
  Human Rights Policy
- Whistle Blower/ Vigil Mechanism Policy

PRINCIPLE P6:
Environment
- Environmental Management System Policy
- ISO 14001

PRINCIPLE P7:
Policy Advocacy

PRINCIPLE P8:
Inclusive Growth
- CSR Policy
- CSR Annual Action Plan

PRINCIPLE P9:
Customer Value
- Customer Service Policy
- Data Privacy Policy

Policy and Management processes

	Points	P1	P2	P3	P4	P5	P6	P7	P8	P9
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	No	Yes	Yes
1. (b)	**Has the policy been approved by the Board? (Yes/No)**	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
1. (c)	**Web Link of the Policies, if available**	https://www.utlsolarfujiyama.com/investor-relations/governance/								
2.	**Whether the entity has translated the policy into procedures. (Yes / No)**	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
3.	**Do the enlisted policies extend to your value chain partners? (Yes/No)**	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
4.	**Name of the national and international codes/certifications/ labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.**	Most of our policies adhere to globally recognized standards such as ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), and ISO 45001 (Occupational Health & Safety Management System). Additionally, all of our plants are certified in ISO standards, including ISO 9001, ISO 14001, and ISO 45001.								
5.	**Specific commitments, goals and targets set by the entity with defined timelines, if any.**	The Company has established objectives and targets under Environmental, Health & Safety and Humar Resource which are provided below.								
6.	**Performance of the entity against the specific commitments, goals, and targets along-with reasons in case the same are not met.**	The performance against the objectives and targets would be provided in the next reporting cycle.								

ENVIRONMENT				
S. No.	**ESG Area**	**Internal Target (FY 2026-27)**	**Target**	**KPI / Measurement**
1	Energy Conservation	Reduce electricity consumption through section-wise energy monitoring Device and efficiency initiatives. (Across the plant)	10% reduction from FY 2025-26 baseline	kWh consumed per MW/ module/cell produced as against 2025-26
2	Water Conservation	Reduce freshwater consumption in Solar Cell manufacturing through recycling and process optimization.	10% reduction from FY 2025-26 baseline	Water consumption per MW produced
3	Plastic Waste Reduction	Eliminate EPE foam sheet packaging in Solar Panel packaging by adopting sustainable alternatives.	100% elimination during FY 2026-27	% foam-free packaging implemented
4	Tree Plantation	Increase green cover by undertaking plantation inside the plant and surrounding community areas with survival monitoring.	Plant 1,000 saplings with ≥85% survival after one year	No. of saplings planted & survival rate

SAFETY				
S. No.	**ESG Area**	**Internal Target (FY 2026-27)**	**Target**	**KPI / Measurement**
1	Lost Time Injury (LTI)	Achieve zero Lost Time Injury across all manufacturing facilities.	Zero LTI	No. of LTI cases
2	Fire & Safety Audits	Conduct periodic internal and external fire & safety audits and close observations within 30 days.	4 Internal + 1 External Audit	Audit completion & closure (%)
3	Near Miss Reporting	Promote proactive reporting and investigation of near misses to prevent incidents.	Minimum 10 near-miss reports/month	No. of near-miss reports reported & closed
4	Safety Training	Conduct mandatory safety training for all employees and contract workers covering First Aid, CPR, Hazardous Waste Handling, Work at Height, Electrical Safety, Slip/Trip/ Fall Prevention, Type of Fire & Extinguisher Usage, Unsafe Act	100% training coverage	% employees Covered
5	Emergency Preparedness	Conduct emergency response and fire mock drills at all plants.	4 Mock Drills/Year	No. of mock drills conducted & response time
PEOPLE (SOCIAL)				
S. No.	**ESG Area**	**Internal Target (FY 2026-27)**	**Target**	**KPI / Measurement**
1	Employee Training & Skill Development (Apprenticeship)	Enhance employee competency through technical, behavioural and compliance training while promoting apprenticeship.	280 Apprentice (1 Lacs mandays) will be trained during the year	Training man-days completed & apprentices engaged
2	Grievance Redressal	Resolve employee grievances promptly through a transparent mechanism.	100% grievances resolution TAT 15 working days	% grievances resolved within timeline
3	Health & Wellness	Conduct annual medical examination of all employees and organize community health check-up camps for nearby villages.	100% employee coverage & minimum 1 community camp	% employees medically examined

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)**	The message from the Chairman & Joint Managing Director has been included at the beginning of this report.
8.	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).**	The Company has an ESG Committee comprising of CMD, CEO, CFO, Plant Heads and other Departmental Heads responsible for implementation and oversight of the Business Responsibility policy(ies).
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.**	The Company has an ESG Committee comprising of Board members and executive team. The ESG Committee is responsible for formulating, recommending, reviewing the implementation of sustainability initiatives undertaken by the Company.

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								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	Performance against above policies and follow up action	Yes, the review is conducted by the relevant Committee of the Board								
2.	Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes, the review is conducted by the Committee of the Board								
	Subject for Review	Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
1	Performance against above policies and follow up action	Annually								
2	Compliance with statutory requirements of relevance to the principles, and the rectification of any non-compliances	Annually								

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
		Yes, the working of policies covered under ISO14001 and ISO45001 have undergone independent assessment. Other processes and compliances undergo scrutiny by internal auditors and regulators where applicable. Policies are periodically reviewed and updated by department heads and business leaders, with approval from management and/or the 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
1.	The entity does not consider the principles material to its business (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
2.	The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
3.	The entity does not have the financial or/human and technical resources available for the task (Yes/No)	NA	NA	NA	NA	NA	NA	NA	NA	NA
4.	It is planned to be done in the next financial year (Yes/No)	NA	NA	NA	NA	NA	NA	Yes	NA	NA
5.	Any other reason (please specify)	NA	NA	NA	NA	NA	NA	NA	NA	NA

Fujiyama Power Systems Limited got listed on BSE and NSE on November 20, 2025

Mr. Pawan Garg, Chairman & JMD, and Mr. Yogesh Dua, CEO & JMD, along with Ms. Radha Kirthivasan, Head – Listing & SME, BSE, rang the BSE bell to mark the listing. This milestone reflects our long-term vision, persistent effort, and the dedication of our entire team and partners

Section C: Principle-wise performance disclosure

PRINCIPLE 1

Business should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

At Fujiyama Power Systems Limited, we conduct our business with integrity, transparency, and accountability. Our governance framework is supported by policies such as the Code of Conduct for the Board and Senior Management, the Whistle Blower / Vigil Mechanism Policy, and the Related Party Transactions Policy. These policies guide ethical conduct, responsible decision-making, and regulatory compliance across our operations. We maintain robust internal controls and oversight mechanisms through our Board and its committees. We encourage employees and stakeholders to report concerns through secure and confidential channels. Through these practices, we reinforce a culture of ethical behavior and responsible governance.

ESSENTIAL INDICATORS

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

S. No.	Segment	Total number of training & awareness programmes held	Topics / principles covered under the training	% Of persons in respective category covered by the awareness programmes
1	Board of Directors	1	All 9 principles have been covered	100%
2	Key Managerial Personnel	1	All 9 principles have been covered	100%
3	Employees other than BOD and KMPs	Multiple Sessions	All 9 principles have been covered	98%
4	Workers	Multiple Sessions	Occupational Health and Safety awareness	97%

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by its directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions in FY 2026.

Monetary*					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Penalty/Fine	NA	NA	NA	NA	NA
Settlement	NA	NA	0	NA	NA
Compounding fee	Principle 1	MCA – Ministry of Corporate Affairs	₹1.60 millions	The Company compounded a non-compliance relating to the conduct of the secretarial audit for Fiscal 2023 by paying a penalty of ₹1.60 millions.	NO
Non – Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ Judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/ No)
Imprisonment	NA	NA	0	NA	NA
Punishment	NA	NA	0	NA	NA

* The disclosures are made on the basis of materiality.

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	

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

Yes, the Company have policies and governance mechanisms that address ethical conduct, anti-corruption, and anti-bribery practices as part of its corporate governance framework. The Company has adopted a Code of Conduct for the Board of Directors and Senior Management and a Whistle Blower / Vigil Mechanism Policy that promote transparency, ethical business behaviour, and compliance with applicable laws and regulations. These policies prohibit bribery, corruption, and unethical business practices and require employees and management to maintain the highest standards of integrity in all business dealings.

The Whistle Blower / Vigil Mechanism Policy enables employees and stakeholders to report suspected misconduct, fraud, bribery, or unethical practices through a confidential reporting mechanism without fear of retaliation. Reported concerns are reviewed through established governance processes to ensure appropriate action and accountability.

The Policy is available on the website of the Company at https://www.utlsolarfujiyama.com/investor-relations/governance/

5. No. of Directors/KMPs/Employees against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption.

S.No.	Segment	FY 2025-26	FY 2024-25
1	Directors	0	0
2	Key Managerial Personnel	0	0
3	Employee	0	0
4	Workers	0	0

6. Details of complaints with regard to conflict of interest

S.No.	Segment	FY 2025-26		FY 2024-25	
		Number	Remarks	Number	Remarks
1	Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	NA	0	NA
2	Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	NA	0	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. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

	FY 2025-26	FY 2024-25
Number of days of accounts payables	55.25*	-

*We have included amount payable under vendor finance facility while computing account payables days.

9. Open-ness of business

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

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	Purchases from trading houses as % of total purchases	10.98%	-
	Number of trading houses where purchases are made from*	52	-
	Purchases from top 10 trading houses as % of total purchases from trading houses	60.88%	-
Concentration of Sales	Sales to dealers / distributors as % of total sales	91.29%	-
	Number of dealers / distributors to whom sales are made	956	-
	Sales of top 10 dealers / distributors as % of total sales to dealers / distributors	17.80%	-
Share of RPTs in	Purchases (Purchases with related parties / Total Purchases)	0.14%	-
	Sales (Sales to related parties / Total Sales)	0.13%	-
	Loans & advances (Loans & advances given to related parties / Total loans & advances)	0.00%	-
	Investments in related parties / Total Investments made)	0.00%	-

*Considering the voluminous data while calculating trading houses we have taken top 200 suppliers.

PRINCIPLE 2

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

We are committed to developing innovative and reliable solar energy solutions that support the transition to a sustainable energy ecosystem. Our product portfolio includes solar inverters, solar panels, solar batteries, and other power electronics units designed to deliver efficient and reliable energy solutions. We maintain stringent quality standards and comply with relevant industry certifications to ensure product safety and performance. Continuous investment in research and development enables us to enhance product efficiency and technological capabilities. By integrating sustainability into product design and manufacturing, we strive to reduce environmental impact while delivering long-term value to customers.

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.

S. No.	Segment	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
1	R&D	100%	-	The Company's research and development activities are primarily focused on improving the efficiency and performance of renewable energy products such as solar inverters, solar panels, and batteries.
2	Capex	100%	-	The Company continues to invest in environmentally responsible infrastructure, including renewable energy integration and energy-efficient manufacturing processes. Initiatives such as the development of 24 MW solar park at Ratlam, Madhya Pradesh (9MW) and Banda, Uttar Pradesh (15MW).

2.

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

Yes. Fujiyama Power Systems Limited has procedures in place to promote responsible and sustainable sourcing practices. The Company works with suppliers and business partners who comply with applicable regulatory, environmental, and quality standards. Supplier selection and procurement processes consider factors such as product quality, reliability, compliance with environmental norms, and ethical business practices.

Through these practices, the Company aims to ensure responsible sourcing of raw materials and components while maintaining product quality and operational efficiency. The Company also encourages suppliers to adhere to sustainability and ethical standards in line with its responsible business practices.

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

The process of establishing sustainable procurement percentage system is under implementation.

**At News24's Budget Manthan 2026, UTL Solar CEO Pawan Garg highlighted the Union Budget's strong push for rooftop solar, with a ₹2,20,000 Million allocation under PM Surya Ghar Muft Bijli Yojana.
A decisive step toward affordable solar power for India's middle-income households.**

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.**

	FY 2025-26
Plastics (including packaging)	Our products have a long operating life, typically extending over several decades. Accordingly, the focus is on durability, efficient operation, and extended service life. The products and systems supplied to customers are accompanied by detailed manuals that include guidance on environmentally responsible handling and maintenance of components . Lead acid batteries were collected at our Bawal plant for refurbishing and making it reusable for customers. We are also compliant with the Extended Producer Responsibility (EPR) regulations for e-waste and batteries.
E-Waste	
Hazardous Waste	
Other Waste	

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

Yes, the Company complies with the applicable Extended Producer Responsibility (EPR) requirements for for plastic waste management as an importer and for battery/e-waste as manufacturer and is registered with the Central Pollution Control Board (CPCB) under the EPR framework. In line with its commitment to responsible waste management, the Company has established a waste collection and management plan in accordance with the applicable EPR guidelines. These initiatives support regulatory compliance and promote the environmentally sound collection, recycling, and disposal of waste. The plan is implemented in accordance with applicable environmental regulations and the Extended Producer Responsibility (EPR) framework. The company also registered under E-waste and Battery waste EPR.

PRINCIPLE 3

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

Our employees are central to our growth and long-term success. We are committed to providing a safe, inclusive, and supportive workplace that promotes employee well-being and professional development. Our policies and practices focus on occupational health and safety, equal opportunity, and respect for diversity. We conduct regular training programs to enhance technical capabilities and promote a culture of continuous learning. Policies such as the Human Rights Policy and Prevention of Sexual Harassment Policy reinforce our commitment to maintaining a respectful work environment. Through these initiatives, we aim to foster a workplace culture built on trust, collaboration, and mutual respect.

ESSENTIAL INDICATORS

1.

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

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Employees											
Male	2020	2020	100%	2020	100%	NA	NA	0	0%	0	0%
Female	258	258	100%	258	100%	258	100%	NA	NA	0	0%
Total	2,278	2,278	100%	2,278	100%	258	100%	0	0%	0	0%
Other than permanent Employees*											
Male	0	0	0%	0	0%	NA	NA	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	NA	NA	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

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

Category	% of workers covered by										
	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	1392	1392	100%	1392	100%	NA	NA	0	0%	0	0%
Female	98	98	100%	98	100%	98	100%	NA	NA	0	0%
Total	1490	1490	100%	1490	100%	98	100%	0	0%	0	0%
Other than permanent workers*											
Male	1,394	1394	100%	0	0%	0	0%	0	0%	0	0%
Female	238	238	100%	0	0%	0	0%	0	0%	0	0%
Total	1,632	1632	100%	0	0%	0	0%	0	0%	0	0%

*Other than permanent workers are covered under Employees' State Insurance Corporation benefits.

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

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the company	0.0583%	-

Holi celebration at Fujiyama office.

2. Details of retirement benefits for Current and Previous Financial year

Benefits	FY 2025-26			FY 2024-25		
	No. of employees covered as a employees% 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.)
1 PF	72%	80%	Y	-	-	-
2 Gratuity	100%	100%	Y	-	-	-
3 ESI	28%	76%	Y	-	-	-

3. Accessibility of workplaces – Are the premises / offices of the entity accessible to differently abled employees, 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. The premises and offices of Fujiyama Power Systems Limited are designed and maintained to ensure a safe and accessible working environment for all employees, workers and visitors. The Company strives to make its workplaces accessible to differently abled employees in line with the principles of the Rights of Persons with Disabilities Act, 2016. Wherever feasible, necessary infrastructure and facilities are provided to support accessibility and ease of movement within the workplace. The Company remains committed to promoting an inclusive work environment and continues to assess opportunities to further improve accessibility across its facilities.

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

The company actively promotes diversity and equal opportunity in all aspects of its business operations, ensuring that employees and workers are not discriminated against based on factors such as caste, gender, religion, or cultural background during recruitment and throughout their employment.

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

Gender	Permanent Employees		Permanent Workers	
	Return to work Rate (%)	Retention Rate (%)	Return to work Rate (%)	Retention Rate (%)
Male	100%	100%	NA	NA
Female	100%	100%	NA	NA
Total	100%	100%	NA	NA

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

		Yes/No (If yes, then give details of the mechanism in brief)
1	Permanent workers	Yes, the Company has established a structured and accessible grievance redressal mechanism for employees. A digital system is in place wherein employees can raise their concerns through a Google Form linked to a centralized grievance tracking sheet. To ensure ease of access, a QR code linked to the form is prominently displayed across all departments. By scanning the code, employees can directly submit their grievances, suggestions, or complaints, which are instantly received by the HR department. Once a grievance is submitted, a task is automatically assigned to the HR team, and acknowledgment of the complaint is ensured within 8 working hours. Each complaint is promptly reviewed, and the HR/management team ensures resolution by directly coordinating with the concerned employee. This system ensures timely, transparent, and effective redressal while promoting a culture of open communication and employee well-being. The Company has also implemented a Whistle Blower / Vigil Mechanism Policy, which allows employees and stakeholders to confidentially report concerns related to unethical practices, misconduct, fraud, or violations of company policies without fear of retaliation. Complaints received through these channels are reviewed by the appropriate management authorities and necessary corrective actions are taken. These mechanisms ensure transparency, accountability, and a respectful work environment across the organization.
2	Other than Permanent Workers	
3	Permanent Employees	
4	Other than Permanent Employees	

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

Category	FY 2025-26			FY 2024-25		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / Workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees						
Male	2020	0	0%	NA	NA	NA
Female	258	0	0%	NA	NA	NA
Total Permanent Workers						
Male	1392	0	0%	NA	NA	NA
Female	98	0	0%	NA	NA	NA

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

Category	FY 2025-26					FY 2024-25				
	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	2020	1579	78%	2020	100%	-	-	-	-	-
Female	258	110	43%	258	100%	-	-	-	-	-
Total	2278	1,689	74%	2278	100%	-	-	-	-	-
Workers*										
Male	1392	1334	96%	1392	100%	-	-	-	-	-
Female	98	93	95%	98	100%	-	-	-	-	-
Total	1490	1427	96%	1490	100%	-	-	-	-	-

*All workers go through the health and Safety training module before the start of their work.

9. **Details of performance and career development reviews of employees and workers:**

	FY 2025-26			FY 2024-25		
Category	**Total (A)**	**No (B)**	**% (B/A)**	**Total (C)**	**No (D)**	**% (D/C)**
			Employees			
Male	2020	2020	100%	-	-	-
Female	258	258	100%	-	-	-
Total	2278	2278	100%	-	-	-
			Workers			
Male	1392	1392	100%	-	-	-
Female	98	98	100%	-	-	-
Total	1490	1490	100%	-	-	-

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. The Company has implemented a comprehensive Occupational Health and Safety (OHS) management system. The system is designed to cover all employees, contractors, and visitors, and is applicable across all manufacturing locations.

It incorporates a structured approach to workplace safety through regular risk identification and assessment, incident and near-miss reporting mechanisms, and defined emergency preparedness and response procedures. In addition, the Company conducts periodic safety trainings, awareness programmes, and drills to strengthen employee preparedness and promote a strong safety culture. The Company's manufacturing facilities are certified under ISO 45001:2018 (Occupational Health and Safety Management System), which demonstrates its commitment to maintaining high safety standards and protecting the well-being of its workforce. The OHS system is regularly monitored and reviewed to ensure its effectiveness, enabling continuous improvement in safety performance and ensuring compliance with applicable regulatory requirements while safeguarding the health and well-being of all stakeholders.

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

The Company follows a structured and systematic approach to identify work-related hazards and assess risks across both routine and non-routine activities. This includes conducting regular workplace safety inspections and undertaking Job Safety Analysis (JSA) and detailed risk assessments to proactively identify potential hazards. Hazard identification is further supported through documented reports, along with thorough investigation of incidents and near-miss cases to derive learnings and prevent recurrence. The Company also carries out periodic safety audits to evaluate the effectiveness of existing controls and identify areas for improvement. For non-routine and high-risk activities, pre-task risk assessments are conducted to ensure that all potential risks are identified and mitigated prior to commencement of work. Additionally, safety committee meetings are held at regular intervals to review safety performance, discuss identified risks, and implement corrective and preventive actions.

These processes collectively enable the Company to maintain a proactive and continuous risk management framework, ensuring a safe working environment across all operations.

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

Yes, we have processes in place that enable employees to report work-related hazards and safety concerns through established internal reporting mechanisms. Employees are encouraged to promptly report unsafe conditions, incidents, or potential risks to their supervisors or the designated safety personnel. The Company has established processes that enable employees to report work-related hazards through multiple channels, including supervisors, and safety meetings. Employees are also empowered with the right to stop work and remove themselves from unsafe situations without fear of retaliation, thereby reinforcing a culture of safety and accountability across the organization. Employees are also trained to follow safety protocols and take necessary precautions to avoid exposure to hazardous situations.

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

Yes. Employees of the Company have access to non-occupational medical and healthcare services through provisions such as company-sponsored medical insurance, empanelled/local healthcare providers, and employee wellness programmes, ensuring their overall health and well-being beyond workplace-related needs.

11. Details of Safety related incidents

	Safety Incident/Number	Category	FY 2025-26	FY 2024-25
1	Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0.87	-
		Workers	1.66	-
2	Total recordable work-related injuries	Employees	12	-
		Workers	23	-
3	No. of fatalities	Employees	0	-
		Workers	0	-
4	High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	-
		Workers	0	-

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

The Company has implemented a comprehensive framework of safety and health measures to ensure a secure and healthy workplace for all employees. Regular safety training and awareness programs are conducted to educate employees on workplace hazards, electrical risks, and the safe handling of solar equipment and tools. These are supplemented by periodic safety drills and scheduled training sessions to reinforce adherence to established safety protocols.

Employees are provided with appropriate Personal Protective Equipment (PPE), including helmets, gloves, safety shoes, safety glasses, and harnesses, depending on the nature of their work. The workplace environment is maintained with proper housekeeping, adequate ventilation, and sufficient lighting, while safety instructions are clearly displayed across facilities to promote continuous awareness.

The Company conducts regular safety audits, inspections, and risk assessments to identify potential hazards and implement corrective actions in a timely manner. Strict electrical and equipment safety practices, such as proper grounding and safe installation procedures, are followed to minimize risks associated with solar operations.

In addition, adequate health and welfare facilities are provided, including first-aid arrangements, access to medical support, and wellness initiatives to support employees' physical and mental well-being. Emergency preparedness is ensured through the availability of fire safety equipment, clearly marked emergency exits, and established response and evacuation procedures.

Further, employees are encouraged to proactively report any hazards, concerns, or grievances through a QR code-based grievance system that directly notifies the HR team, enabling prompt action and resolution. Through these measures, the Company fosters a culture of safety, prevention, and continuous improvement, thereby minimizing risks and enhancing overall workplace well-being.

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

	FY 2025-26			FY 2024-25		
	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	1	0	NA	Nil	Nil	Nil
Health & Safety	18	0	NA	Nil	Nil	Nil

14. Assessments for the year

	% Of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100% of our manufacturing facilities are certified with ISO 45001.
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.

Fujiyama Power Systems Limited regularly monitors workplace safety through inspections, risk assessments, and incident reporting mechanisms. Any safety-related incidents or concerns identified during assessments are reviewed by the relevant management and safety teams. Corrective actions such as strengthening safety procedures, providing additional employee training, improving workplace safety infrastructure, and reinforcing the use of personal protective equipment (PPE) are implemented wherever required.

The Company also conducts periodic safety audits and reviews operational processes to identify potential risks and ensure continuous improvement in health and safety practices. As of the reporting period, no significant safety incidents requiring major corrective action have been reported. The Company remains committed to maintaining high standards of workplace safety and proactively addressing any emerging risks.

UTL Solar showcased the comprehensive range of advanced solar modules, Next-Gen Inverters, energy storage systems, and complete solar solutions all engineered to deliver reliable, cost-effective, and sustainable power at the Global Cleantech Expo 2026.

PRINCIPLE 4

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

We believe that sustainable business growth requires strong and transparent engagement with our stakeholders. We maintain continuous dialogue with customers, employees, suppliers, investors, and local communities to understand their expectations and address their concerns. Structured communication channels and grievance redressal mechanisms enable us to respond effectively to stakeholder feedback. Our extensive distribution network and service infrastructure help us remain closely connected with our customers and partners. Through proactive engagement, we aim to build long-term relationships based on trust, accountability, and shared value.

ESSENTIAL INDICATORS

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

   Fujiyama Power Systems Limited identifies its key stakeholder groups based on the nature of its business operations, the extent of stakeholder engagement, and the potential impact of its activities on various groups. Stakeholders are identified through internal assessments, management reviews, and ongoing interactions with parties that influence or are influenced by the Company's operations.

   The Company considers factors such as regulatory requirements, business relationships, operational dependencies, and social and environmental impact while identifying stakeholders. Key stakeholder groups typically include employees, workers, customers, suppliers, distributors, investors, regulatory authorities, and local communities. Continuous engagement with these stakeholders helps the Company understand their expectations and integrate their feedback into business strategies and decision-making processes.

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

Stakeholder group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders & Investors	No	Investor calls, analyst meets, Media updates and general meetings	Quarterly/Annually/ As or when required	Transparent and Effective communication of business performance Addressing investor queries and concerns Sound corporate governance mechanisms Providing insights into the Company's corporate strategy and business environment
Employees	No	Employee engagement initiatives, continuous interaction with management, appraisals, grievance redressal mechanism	Regularly (weekly/ monthly)	Personal development and growth Health and safety Grievance resolution Competitive remuneration
Suppliers/ Partners	No	Regular meetings with key suppliers by senior management, supplier visits, suppliers' meet, supplier tour of manufacturing facilities	Quarterly/Half Yearly	Infrastructure support Interactive engagement Inclusion of local and MSME vendors
Customers/ Dealers	No	Regional meets, visits to dealers, need-based visits, Customer meets, Customer visits by the marketing team and senior management	Quarterly	Grievance redressal Product quality post-sales support
Community	Yes	Need-based assessment surveys, community visits by company management, periodic cultural meets	As per regulatory requirements and as per needs	Public hearings Meetings with community leaders

PRINCIPLE 5

Businesses should respect and promote human rights.

We respect and promote human rights across all aspects of our operations and value chain. Our Human Rights Policy reflects our commitment to dignity, equality, and fair treatment for all individuals. We maintain a zero-tolerance approach toward discrimination, harassment, or unfair practices in the workplace. Our policies and training programs reinforce ethical conduct and promote a culture of inclusivity and respect. We also encourage our employees and business partners to uphold these principles in their interactions and business practices. Through these measures, we aim to create a responsible and inclusive work environment.

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			FY 2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B/A)	Total (C)	No. of employees / workers covered (D)	% (D/C)
Employees						
Permanent	2278	2278	100%	-	-	-
Other than permanent	0	0	0%	-	-	-
Total employees	2278	2278	100%	-	-	-
Workers						
Permanent	1490	1490	100%	-	-	-
Other than permanent	1632	1632	100%	-	-	-
Total workers	3122	3122	100%	-	-	-

2. Details of minimum wages paid to employees and workers.

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No (B)	% (B/A)	No (C)	% (C/A)		No (E)	% (E/D)	No (F)	% (F/D)
Employees										
Permanent										
Male	2,020	124	6.14%	1,896	93.86%	-	-	-	-	-
Female	258	60	23.26%	198	76.74%	-	-	-	-	-
Other than permanent										
Male	0	0	0%	0	0%	-	-	-	-	-
Female	0	0	0%	0	0%	-	-	-	-	-
Workers										
Permanent										
Male	1392	78	5.60%	1314	94.40%	-	-	-	-	-
Female	98	60.20	23%	39	39.80	-	-	-	-	-
Other than permanent										
Male	1394	552	40%	842	60%	-	-	-	-	-
Female	238	82	34%	156	66%	-	-	-	-	-

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)	5	48,00,000	1	-
Key Managerial Personnel	3	48,00,000	1	9,43,821
Employees other than BoD and KMP	2850	1,98,880	284	2,07,210
Workers	1819	1,60,149	337	1,80,042

Note: The above calculations are based on only gross salary and ESOP's are not included.

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

	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	10.25%	-

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. Fujiyama Power Systems Limited has designated mechanisms and responsible authorities to address human rights-related concerns. The responsibility for overseeing human rights issues lies with the senior management and relevant functional departments such as Human Resources and Compliance teams, supported by the Company's governance framework.

In addition, concerns related to human rights violations can be reported through the Whistle Blower / Vigil Mechanism, which ensures confidential reporting and appropriate redressal. The Company also has committees and policies in place to monitor workplace practices and ensure adherence to its Human Rights Policy.

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

The Company has established a structured and accessible grievance redressal mechanism to address concerns related to human rights. A digital system is in place wherein employees can raise concerns through a Google Form linked to a centralized grievance tracking system. To ensure ease of access, a QR code linked to the form is prominently displayed across all departments, enabling employees to conveniently submit grievances, suggestions, or complaints. Upon submission, each grievance is automatically assigned to the Human Resources team, and an acknowledgment is provided within 8 working hours. All complaints are reviewed promptly, and the HR/management team engages directly with the concerned employee to ensure timely and appropriate resolution.

This mechanism ensures transparency, confidentiality, and accountability in addressing human rights-related concerns, while fostering a culture of trust, respect, and open communication across the organization.

The Company has also implemented a Whistle Blower / Vigil Mechanism, which allows employees and stakeholders to confidentially report concerns related to discrimination, harassment, unethical conduct, or any violation of human rights without fear of retaliation. All complaints are reviewed by the appropriate authorities, and necessary corrective actions are taken in accordance with the Company's policies and applicable laws.

In addition, policies such as the Human Rights Policy and Prevention of Sexual Harassment Policy provide structured frameworks for addressing specific grievances. The Company ensures confidentiality, non-retaliation, and timely resolution of complaints, thereby promoting a safe, respectful, and inclusive work environment.

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

	FY 2025-26			FY 2024-25		
	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	Nil	Nil	NA	Nil	Nil	Nil
Discrimination at workplace	Nil	Nil	NA	Nil	Nil	Nil
Child Labour	Nil	Nil	NA	Nil	Nil	Nil
Forced Labour/ Involuntary Labour	Nil	Nil	NA	Nil	Nil	Nil
Wages	172	0	-	Nil	Nil	Nil
Other human rights related issues	5	0	-	Nil	Nil	Nil

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

	FY 2025-26	FY 2024-25
Total complaints reported under Sexual Harassment on Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	Nil	Nil
Complaints on POSH as a % of female employees / workers	Nil	Nil
Complaints on POSH upheld	Not Applicable	Not Applicable

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

Fujiyama Power Systems Limited is committed to ensuring that individuals who report concerns related to discrimination or harassment are protected from any form of retaliation. The Company has established safeguards under its Whistle Blower / Vigil Mechanism and Prevention of Sexual Harassment Policy to ensure confidentiality and protection of the complainant's identity.

All complaints are handled with strict confidentiality, and access to information is restricted to authorized personnel involved in the investigation process. The Company follows a zero-tolerance approach toward retaliation, including any form of victimization, intimidation, or unfair treatment of the complainant or witnesses.

Appropriate disciplinary actions are taken against individuals found to be engaging in retaliatory behaviour. The Company also ensures a fair and unbiased investigation process, providing a safe environment for employees to raise concerns without fear. These measures help foster trust and encourage reporting of genuine concerns.

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

Yes. Human rights considerations are embedded in the Company's supplier expectations, business agreements and contractual arrangements, wherever applicable. Fujiyama is committed to respecting the human rights of its employees, workers, local communities, value-chain partners and other stakeholders impacted by its operations.

10. Assessments for the year

<table>
<tr><th>Section</th><th>% of your plants and offices that were assessed (by entity or statutory authorities or third parties)</th></tr>
<tr><td>Sexual Harassment</td><td>100%.</td></tr>
<tr><td>Discrimination at workplace</td><td rowspan="4">Fujiyama is committed to health and safety. The company also upholds a human rights policy that ensures zero tolerance for discrimination, child labour, forced labour, and sexual harassment. All the manufacturing plants are ISO 45001 certified.
Detailed assessments are conducted and mechanism is in place at all plants and offices to ensure that there are no instances of child labour, forced labour, or wage-related issues. Also, our steadfast commitment to ethical practices and creating a safe work environment ensures the well-being and rights of our employees are upheld at all times.</td></tr>
<tr><td>Child Labour</td></tr>
<tr><td>Forced Labour/ Involuntary Labour</td></tr>
<tr><td>Wages</td></tr>
</table>

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

As of the reporting period, no significant human rights violations requiring major corrective action have been reported. Fujiyama Power Systems Limited periodically reviews its operations and stakeholder interactions to identify potential human rights risks and concerns. Based on such assessments, the Company undertakes appropriate corrective actions to address identified issues and strengthen its human rights practices.

Where applicable, the Company takes corrective measures such as addressing gaps in workplace practices, enhancing monitoring mechanisms, and ensuring compliance with applicable laws and standards. The Company remains committed to continuous improvement in managing human rights risks across its operations.

PRINCIPLE 6

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

At Fujiyama Power Systems Limited, environmental responsibility is integral to our business strategy and operations. As a provider of renewable energy solutions, we are committed to reducing environmental impact and supporting the transition toward a low-carbon economy. Our product portfolio, including solar inverters, panels, and energy storage systems, contributes to the adoption of clean energy and reduction in greenhouse gas emissions.

We have implemented various initiatives to enhance energy efficiency and resource optimization across our manufacturing facilities. These include the use of solar power systems, energy-efficient equipment, regenerative load banks, and automated energy management practices. We also promote responsible water usage through treatment and recycling systems, and adopt waste management practices focused on segregation, recycling, and safe disposal.

The Company continuously evaluates opportunities to minimize its environmental footprint by integrating sustainability into its operations, product design, and supply chain practices. We are also undertaking initiatives such as the development of renewable energy infrastructure to support our operational energy requirements.

Through these efforts, we aim to contribute to environmental protection, improve resource efficiency, and support India's transition toward a sustainable and climate-resilient future.

ESSENTIAL INDICATORS

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

Parameter	FY 2025-26	FY 2024-25
From renewable sources		
Total electricity consumption (A) (GJ)	5146.66	-
Total fuel consumption (B) (GJ)	-	-
Energy consumption through other sources (C)		
Total energy consumed from renewable sources (A+B+C) (GJ)	5146.66	-
From non-renewable sources		
Total electricity consumption (D) (GJ)	118046.16	-
Total fuel consumption (E) (GJ)	6042.19	-
Energy consumption through other sources (F)	0.00	
Total energy consumed from non-renewable sources (D+E+F) (GJ)	124088.35	-
Total energy consumed (A+B+C+D+E+F) (GJ)	129235.01	-
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ/INR Cr)	48.7	-
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ/USD Million)	100.5	-
Energy intensity in terms of physical Output*	-	-
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.

"N"

*The company manufactures various products like solar cell, solar modules, inverters, batteries and hence it is not possible to provide physical intensity ratio.

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

Not Applicable

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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	-
(ii) Groundwater	11295.00	-
(iii) Third party water	49835.46	-
(iv) Seawater / desalinated water	0	-
(v) Others	0	-
Total volume of water withdrawal (In kiloliters) (i + ii + iii + iv + v)	61130.46	-
Total volume of water consumption (In kiloliters)	60243.85	-
Water intensity per rupee of turnover (Total water consumption / Revenue from operations) (KL/INR Cr)	22.7	-
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) (KL/USD Million)	46.8	-
Water intensity in terms of physical Output (KL/MT)	-	-
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.

"N"

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

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kiloliters)		
(i) To Surface water	-	-
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(ii) To Groundwater	-	-
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(iii) To Seawater	-	-
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-

Parameter	FY 2025-26	FY 2024-25
(iv) Sent to third parties	-	-
- No treatment	-	-
- With treatment – please specify level of Treatment	-	-
(v) Others	-	-
- No treatment	-	-
- With treatment – please specify level of Treatment	886.61	-
Total water discharged (in kiloliters)	886.61	-

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.

"N"

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

Yes, our objective is to have Zero Liquid Discharge facilities operational in all our plants in the near future. At our Dadri plant, we have implemented Zero Liquid Discharge and our other plants have ETP/STP for the treatment of waste water.

6. **Provide details of air emissions (other than GHG emissions) by the entity, in the following format.**

Parameter	Please specify unit	FY 2025-26	FY 2024-25
Nox	mg/m^3	127.35	-
Sox	mg/m^3	22.92	-
Particulate matter (PM)	mg/m^3	45	-
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others- please specify	-	-	-

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

"N"

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

Parameter	Please specify units	FY 2025-26	FY 2024-25
Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	582.8	-
Total Scope 2 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	tCO2e	23281.33	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO2e/INR Cr	9.0	-
Total Scope 1 and Scope 2 emission intensity per rupee turnover adjusted for Purchasing Power Parity (PPP) (Total scope 1 and scope 2 GHG emissions / revenue from operations adjusted for PPP)	tCO2e/MUSD	18.6	-

Parameter	Please specify units	FY 2025-26	FY 2024-25
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO2e/MT	-	-
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		-	-

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, our Scope 1 and Scope 2 emissions data have been assessed by an external agency – Sustainability Actions Private Limited.

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

Yes, the Company has undertaken several projects and initiatives focused on reducing greenhouse gas (GHG) emissions and enhancing energy conservation across its operations.

All existing four production units are equipped with solar power generation systems that meet the facilities' operational energy requirements. We have used 1.4 GWH energy from renewable sources. The rooftop solar panels also act as thermal insulators, reducing indoor temperatures and improving overall energy efficiency. Additionally, regenerative load banks are used for testing power electronics and batteries, enabling recovery of energy back to the grid instead of dissipating it as heat, thereby minimizing energy loss.

The Company has implemented multiple energy-efficiency measures, including Automatic Power Factor Controllers, capacitor banks, automatic fan control systems via thermocouples and relays, and Variable Frequency Drives (VFDs) for optimized motor operations. Further, demand control systems for air compressors, insulation of heaters, and the use of energy-efficient BLDC fans and lighting contribute to reduced energy consumption.

Water treatment systems such as ETP and WTP are also optimized to recycle water within manufacturing processes, reducing dependence on external resources and associated energy use. The Company promotes a culture of energy conservation through regular training, employee engagement, routine energy audits, and benchmarking practices. A certified energy manager has been appointed to oversee energy usage and drive continuous improvement initiatives, ensuring sustained progress in energy efficiency and GHG emission reduction.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste *(A)*	71. 29	-
E-waste *(B)*	324. 53	-
Bio-medical waste *(C)*	-	-
Construction and demolition waste *(D)*	-	-
Battery waste *(E)*	22.08	-
Radioactive waste *(F)*		-
Other Hazardous waste. Please specify, if any. *(G)*	131.64	-
Other Non-hazardous waste generated *(H). Please specify, if any.* (Break-up by composition i.e., by materials relevant to the sector)	1419.12	-
Total (A+B + C + D + E + F + G + H)	1968.66	-
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations) (MT/INR Cr)	0.74	-
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT/MUSD)	1.53	-

Parameter	FY 2025-26	FY 2024-25
Waste intensity in terms of physical output	-	-
Waste intensity *(optional)* – the relevant metric may be selected by the entity	-	-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	1275.88	-
(ii) Re-used	692.78	-
(iii) Other recovery operations	-	-
Total	1968.66	-
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.00	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	**0.00**	**-**

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.

"N".

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

The Company has implemented a comprehensive waste management framework to ensure the safe handling, treatment, and disposal of hazardous materials used in its operations. It also focuses on minimizing the use of hazardous chemicals through process improvements and sustainable practices.

Waste Segregation and Storage:

Hazardous waste, including chemical sludge, spent acids/alkalis, and contaminated materials, is segregated at the point of generation based on compatibility and hazard category, and stored in labelled, leak-proof containers within designated areas equipped with secondary containment systems.

Waste Treatment and Disposal:

All hazardous waste is treated and disposed of through authorized vendors approved by pollution control authorities, with neutralization systems, Effluent Treatment Plants (ETPs), and scrubbers ensuring safe treatment of liquid and gaseous waste prior to discharge.

Gas Handling Safety Systems:

Hazardous gases such as silane (SiH_4) and ammonia (NH_3) are managed using advanced safety systems including gas cabinets, leak detection, automatic shut-off mechanisms, and scrubbers, along with regular preventive maintenance.

Strategy to Reduce Usage of Hazardous Chemicals:

The Company adopts multiple strategies such as process optimization, substitution with safer alternatives, use of dilute chemistries, automation of dosing systems, recycling and reuse of chemicals, and responsible vendor selection to minimize the use of hazardous substances.

Waste Minimization Practices:

Waste generation is reduced through process improvements, chemical recovery and reuse, preventive maintenance, employee training, and implementation of 5S and Lean practices to enhance operational efficiency.

Monitoring and Compliance:

Regular environmental monitoring, safety audits, and compliance checks are conducted to ensure adherence to statutory requirements and internal EHS standards, supported by continuous employee training on waste management and emergency response.

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, 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.
None of Fujiyama Power's facilities are located near the vicinity of ecologically sensitive areas.			

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

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

13. Is the entity compliant with the applicable environmental law / regulations / guidelines in India, such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken if any
Fujiyama Power has been compliant to all environmental regulations and guidelines in India hence, this question is not applicable to the company.				

PRINCIPLE 7

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

At Fujiyama Power Systems Limited, we are committed to engaging with public and regulatory authorities in a responsible, transparent, and ethical manner. We ensure that all our interactions with government bodies, regulators, and industry associations are conducted in compliance with applicable laws and regulatory frameworks.

Our governance structure and internal policies guide our approach to public policy engagement, ensuring that our business practices remain aligned with national priorities and industry standards. We support initiatives that promote the growth of renewable energy and contribute to India's transition toward a sustainable and low-carbon economy.

We do not engage in any unfair or unethical practices to influence public policy decisions. Transparency, integrity, and accountability form the foundation of our interactions with external stakeholders. Through responsible engagement, we aim to contribute constructively to policy development while safeguarding the interests of our stakeholders.

ESSENTIAL INDICATORS

1.

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

2(Two)

b. List the top 10 trade and industry chambers / associations (determined based on the total members of such a 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	Indian Battery Manufacturers Association	National
2	Indian Electrical and Electronics Manufacturers Association	National

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

Name of Authority	Brief of the case	Corrective action taken
In FY 2026, Fujiyama Power did not receive any adverse order from regulatory authorities regarding any anticompetitive conduct hence, this question is not applicable to the company.		

PRINCIPLE 8

Businesses should promote inclusive growth and equitable development.

At Fujiyama Power Systems Limited, we are committed to contributing to inclusive growth and equitable development through our Corporate Social Responsibility (CSR) initiatives. Our approach focuses on creating sustainable livelihoods, supporting community development, and enhancing the quality of life of underserved and marginalized communities.

We actively invest in initiatives related to education, skill development, and employment generation, particularly in the renewable energy sector. Our programs aim to empower youth with technical skills, enabling them to participate in the growing clean energy economy.

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current FY 2025-26.

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

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

S.No	Name of project for which R&R is ongoing	State	District	No. of project affected families (PAFs)	% Of PAFs covered by R&R	Amounts paid to PAFs in the FY (in ₹)
Not Applicable.						

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

Fujiyama Power Systems Limited has established mechanisms to receive and address grievances from local communities and other external stakeholders in a structured and transparent manner. Community members can raise concerns through multiple channels, including direct communication with Company representatives and local management teams at operational locations.

In addition, the Company's CSR initiatives and stakeholder engagement practices facilitate continuous interaction with communities, enabling proactive identification and resolution of concerns. These mechanisms ensure accountability, transparency, and responsiveness, thereby strengthening trust and long-term relationships with the communities in which the Company operates.

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

Category of input material	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	24.41%	-
Directly sourced from India	66.97%	-

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

Location	FY 2025-26	FY 2024-25
Rural	0%	-
Semi-Urban	50%	-
Urban	0%	-
Metropolitan	50%	-

PRINCIPLE 9

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

At Fujiyama Power Systems Limited, we are committed to delivering high-quality, reliable, and safe products that meet the evolving needs of our customers. Our product portfolio is designed to provide efficient and sustainable energy solutions, ensuring performance, durability, and safety.

We maintain stringent quality control processes and adhere to applicable industry standards and certifications to ensure product reliability and customer satisfaction. Our dedicated customer support infrastructure, including a wide distribution network and trained service engineers, enables us to provide timely technical assistance and after-sales services across India.

We engage with our customers through multiple channels, including digital platforms, service networks, and direct interactions, to understand their needs and address their concerns effectively. Customer feedback is actively considered to improve product design, service delivery, and overall customer experience.

Through responsible business practices, transparent communication, and a strong focus on quality and service, we aim to build long-term relationships with our customers and deliver sustained value.

ESSENTIAL INDICATORS

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

Fujiyama Power Systems Limited has established structured mechanisms to receive, track, and address consumer complaints and feedback in a timely and effective manner. Customers can raise queries or concerns through multiple channels, including the Company's customer support helpline, service centers, authorized dealers and distributors, and digital platforms.

The Company has a dedicated network of service engineers and customer support teams who provide technical assistance, on-site service, and prompt resolution of complaints. All customer grievances are recorded, monitored, and addressed through defined processes to ensure timely closure and customer satisfaction.

In addition, the Company leverages digital tools and communication platforms to track service requests and provide updates to customers. Feedback received from customers is analysed to identify areas of improvement in product quality, service delivery, and overall customer experience. These mechanisms enable the Company to maintain transparency, responsiveness, and continuous improvement in its customer engagement practices.

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

State	As a percentage to total turnover
Environmental and social parameters relevant to the product	-
Safe and responsible usage	100%
Recycling and/or safe disposal	Our products have a long operating life. Accordingly, the focus is on durability, efficient operation, and extended service life. The products and systems supplied to customers are accompanied by detailed manuals that include guidance on environmentally responsible handling, maintenance, and end-of-life management of components.

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

	FY 2025-26			FY 2024-25		
	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	Not Applicable	0	0	Not Applicable
Cyber-security	0	0	Not Applicable	0	0	Not Applicable
Delivery of essential services	0	0	Not Applicable	0	0	Not Applicable
Restrictive trade practices	0	0	Not Applicable	0	0	Not Applicable
Unfair trade practices	0	0	Not Applicable	0	0	Not Applicable
Others	13	39	Pending complaints include the consumer cases from the previous years which are pending at the consumer forum	0	0	Not Applicable

4. **Details of instances of product recalls on accounts of safety issues**

	Number	Reason for recall
Voluntary recalls	0	Not Applicable
Forced recalls	0	Not Applicable

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.**

Fujiyama Power has a companywide cyber security policy which is available on the company's intranet. Furthermore, Company is making substantial efforts to strengthen its information security measures by aligning its practices with international standards.

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

Not Applicable

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

a. Number of instances of data breaches: 0

b. Percentage of data breaches involving personally identifiable information of customers: Not Applicable

c. Impact, if any, of the data breaches: Not Applicable