



SUSTAINABILITY REPORT

SOLEOS SOLAR ENERGY

TRANSFORMING THE FUTURE – TODAY!

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ABOUT THE REPORT

Soleos Solar Energy recognizes the impact its business has on the immediate ecosystems. As we continue to strive for sustainable value and impact creation, we present our Sustainability Report showcasing our constant efforts towards improved ESG performance internally and externally. We take our responsibility seriously, employing methods to measure and report our progress, which helps us stay accountable, improve, and meet stakeholder expectations.

REPORTING PRINCIPLES

The Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core Option and focuses on the material aspects of sustainability that are best suited for our business. Applicable national and local laws, rules, and regulations have been considered for the calculation and disclosure of environmental, social, and safety performance indicators.

REPORT CONTENT

This Report covers the performance of Soleos Solar Energy, including its Indian and international operations. Our approach to sustainability reporting is to focus on material issues and activities, in line with stakeholder concerns and relevance to our business and society in terms of context, completeness, and balance. These have been identified based on our interaction with our internal and external stakeholders as well as suggestions from our senior management. This entire process has helped us in disclosures on key material topics. We believe that this Report addresses all the topics that are material to our stakeholders.

FORWARD LOOKING STATEMENT

This Report contains forward-looking statements that reflect Soleos' views with respect to future events and performance. These statements are based on reasonable assumptions and past performance and involve a variety of risks and uncertainties. They are subject to change considering developments in the industry, geographical market conditions, government regulations, laws, and other incidental factors. Consequently, no forward-looking statement can be guaranteed, and actual results may vary materially, causing material impact on the Company's operations and performance. The data and disclosures in the Report are reviewed internally through our internal control mechanism and there is no external assurance on non-financial data represented in the Report. We welcome feedback on our Report to ensure that we continue to disclose information that is pertinent and conducive to stakeholder decision-making. Please refer queries or suggestions to dhaval@soleos.in.

The Report developed with a core foundation of transparency covers ESG performance and results for the year 1 April 2023 to 31 March 2024 (FY2023-24). This Report does not feature any restatements for information about any previous financial years.

CHAPTER 1

SUSTAINABILITY SNAPSHOT



Sustainability lies at the core of Soleos' corporate values, and this Report reflects our dedication to tackling the complex environmental and social challenges of today. Our commitment to sustainability goes beyond corporate responsibility, fostering lasting relationships with our stakeholders through ongoing and meaningful engagement.

Sustainability and the solar industry are inherently connected, as solar energy offers a renewable and environmentally conscious power source. Soleos is at the forefront of this transformation, providing innovative and sustainable solar solutions for

residential and commercial applications. With the growing demand for renewable energy, Soleos is poised to illuminate the path toward a greener future.

Our priorities are firmly aligned with promoting a greener environment, recognizing it as the most effective path to enhancing societal well-being. Solar energy stands as an unequivocally ideal solution for achieving sustainable and clean energy. Below is a snapshot of our sustainability efforts which we are proud of. We continue to explore and invest in innovation which will provide sustainable solutions leading to reduced carbon footprint and emissions.

307%

% increase in solar power installed in FY23-24

450 MWs+

Solar power installed since inception

2.1 Mn Tonnes

Total Carbon Emissions reduced since inception

ISO 9001:2015

Certified for quality management system implementation

28.9 MW

Total Solar Power installed in FY23-24

50%

Increase in womenworkforce in FY23-24

2 Mn +

Solar modules supplied since inception

0

Breaches of code of conduct in FY23-24

₹55k

Total amount spent on training per FTE in FY23-24



CHAPTER 2

BUSINESS IN FOCUS



Soleos is internationally acknowledged as a trusted provider of EPC services. Founded in 2012, the company has consistently delivered innovative, affordable, eco-friendly, and dependable solar power solutions to clients around the world. With its headquarters in India, Soleos extends its sustainable energy solutions to regions including the European Union, Asia, and Africa, aiming to simplify and enhance lives through renewable energy.

Soleos is dedicated to placing customers' needs at the core of its operations. To achieve this, the company utilizes a robust suite of tools, enabling customers to seamlessly adapt to reliable, clean energy while receiving professional support whenever required.

Soleos' proprietary TSAT technology sets us apart, enabling us to generate electricity at the lowest cost, maximizing the ROI for our customers.

2012

Incorporated in

₹101.36 crores

Revenue in FY23-24(180% growth YoY)

7 + countries

Global presence in

11.02 Crores

Profit after tax in FY23-24 (175% growth YoY)

160 +

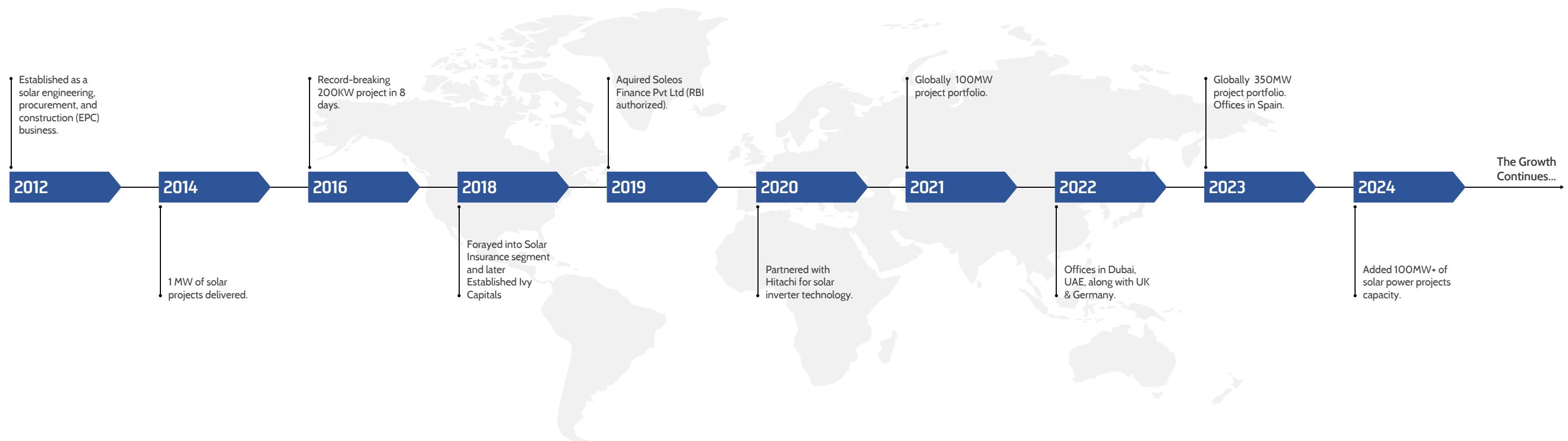
Global presence in undertaken and counting

12 Years

Proudly serving our customers since



OUR JOURNEY



VISION

Soleos is committed to working alongside people in the adoption of sustainable energy and creating a carbon-neutral world.

MISSION

To help make the world more environmentally and economically sustainable through continual innovations in the renewable energy and financial sectors.

CORE VALUES

COMMITMENT AND HONESTY: Commitment drives us to keep our customers at the top of our objectives pyramid. And with that being green earth, our customers' energy needs are of prime importance to us. Our endeavour is to achieve this with an honest approach.

INNOVATION AND QUALITY: The key to grow and achieve our objective of impacting lives is innovation. Which in turn makes us work relentlessly and to provide quality products and solutions to our customers.

ACCOUNTABILITY AND INTEGRITY: Since we provide solar energy products and solutions to our customers, accountability is critical to us. And coupled with integrity we ensure utmost customer satisfaction.

TEAMWORK AND PASSION: To us no idea is small. We welcome and embrace thoughts and strategies from each team member. This is why behind every smile and word of appreciation from our customers is a passionate workforce that upholds our position as a leader in provision of solar energy solutions.

OUR SERVICES

We provide comprehensive solar energy solutions to help our clients manage their energy needs in a sustainable and environmentally friendly way. Our services include the following:

Solar EPC Services

End-to-end engineering, procurement, and construction (EPC) services for turnkey solar solutions. These services take the form of C&I Rooftops, Ground Mount Solar Projects, Solar Carports & Parks, and Solar Agrivoltaics Systems.



Total Asset Management

End-to-end management services ensuring solar assets' peak performance and profitability.

Solar Project Development

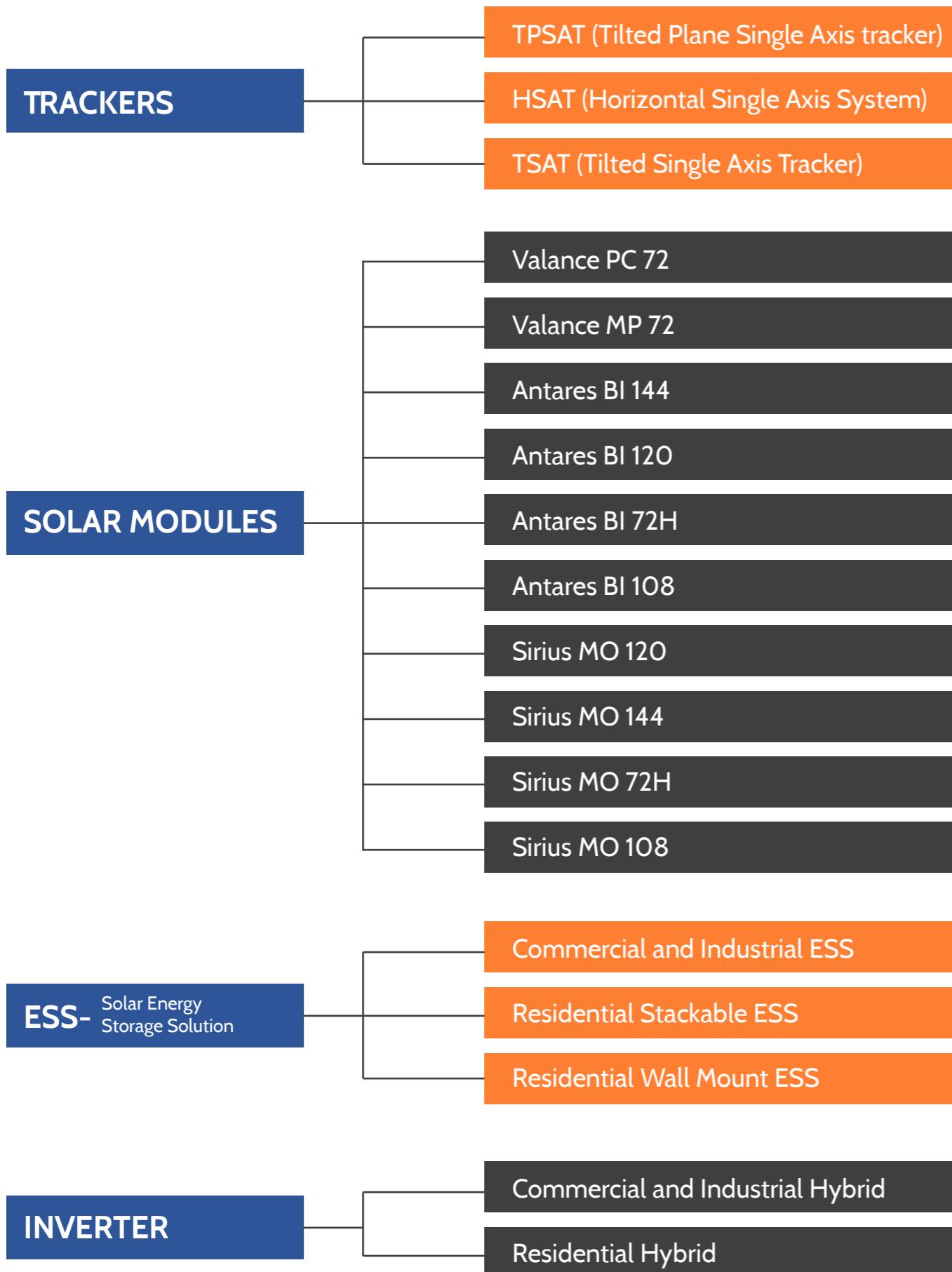
From concept to completion, managing all aspects of solar project development.

Solar Investor Services

Tailored services to support investors at every stage of the solar investment lifecycle. This includes solar financing and insurance services. We are committed to providing low interest rates financing solutions and to provide insurance cover to our customers' solar power plants.

OUR PRODUCTS

Our key competencies also include the supply of high-quality solar components which include the following:



STRATEGIC PARTNERSHIPS

We have established crucial strategic partnerships and alliances with several well-known companies on the global market, which has contributed to the company's tremendous growth. This assists us in meet all renewable energy needs of our customers. Some of the key strategic partnerships are with the following companies.



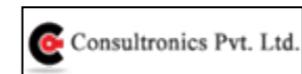
High Efficiency and HV Inverters



R&D Arrangement for Solar Electronics Development



Grid-tied Inverter for Solar Modules



Development of ESS with hybrid Inverters



High-Efficiency Solar Cells



Corrosion-Free and stable structures Material (PosMac)



Robust safety and Protection devices

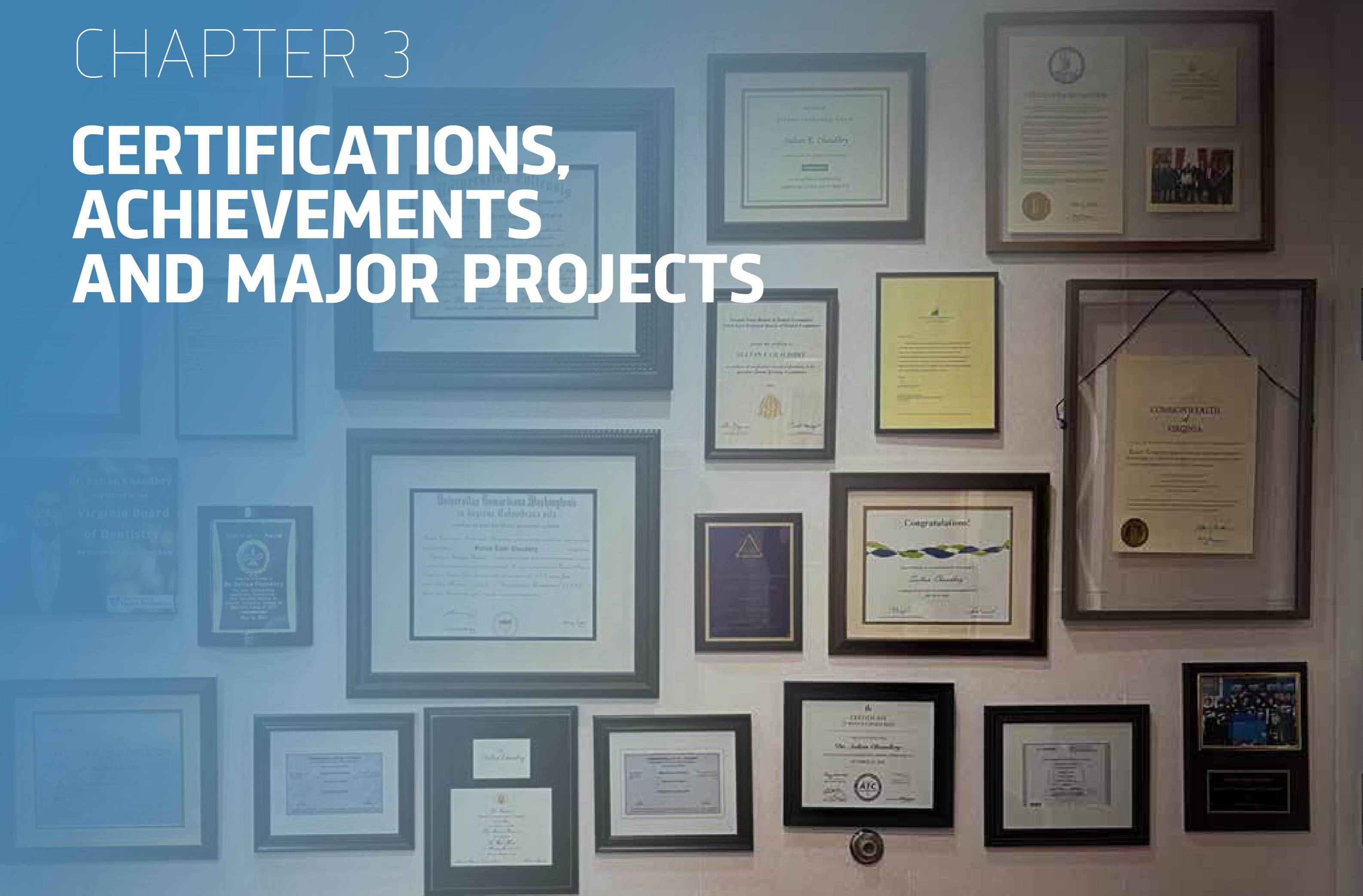


Astronomical Tracking System



CHAPTER 3

CERTIFICATIONS, ACHIEVEMENTS AND MAJOR PROJECTS



CERTIFICATIONS

We believe that acquiring globally accepted certifications and maintaining industry standards is very important for ensure the utmost quality in our services. We work hard to ensure we fully comply with the requirements of these certifications. A snapshot of the certifications we have acquired and currently maintain are as below.



OUR ACHIEVEMENTS

We are very proud of our achievements to date in the EPC sector and this demonstrates our passion, commitment and hard work. Some of our achievements are as below.

- Proprietary TSAT Tracker boosts output 35%, with minimal cost expansion.
- Leading solar provider offering 100% finance for industrial, utility plants.
- Record generation: 21 lakh units from 1 MW DC system.
- Achieved 8.14 units/kW daily at Solar Power Plant Monvel



Asia's Largest Solar Carport **Honda Limited**, Tapukara, Rajasthan (2016).



Completed **16 MW** Solar Park at Mehsana (2023).



Generated **2,100,000** Units of Power with TPSAT Tracker.



Achieved a Record **8.14 units/kW** Generation in a Day with TPSAT Tracker.



Fastest Installation - **200 kW** Plant in Just **8 Days** Instead of 30.



Achieves a remarkable milestone of **350+ MW** installed solar capacity.

GOOD AIR AWARDS - 2024

We are proud to announce that Soleos Solar was honored with the prestigious Best Solar Power Plant award at the Good Air Summit 2024 held in Delhi. This recognition celebrates our commitment to innovation, sustainability, and excellence in the renewable energy sector.

Our award-winning solar power plant, which stood out for its advanced technology, efficiency, and sustainability, has set a benchmark in the industry. This recognition not only highlights our technical expertise but also our dedication to delivering world-class solar solutions that help reduce carbon footprints and promote energy independence.

This award reinforces Soleos Solar's position as a leader in renewable energy, demonstrating our ability to deliver top-tier, sustainable projects that contribute to a cleaner, greener planet.



Project Case Study

Project Name:	Monvel Solar Park
Project Capacity:	5MW
Project Technology:	Bifacial Modules, Advanced TPSAT Trackers
Peak Generation:	8.04 kWh/kW in a Day

Award Winning Factors

- Maximum per kW Power Generation
- Innovative Technology
- Excellent Workmanship
- Rapid Project Execution

MAJOR PROJECTS DELIVERED

We have demonstrated our expertise in the delivering state of the art EPC solar projects and continue to deliver cutting edge technologies to reduce carbon footprint. Instances of some of our exemplary projects in India and globally are provided below.

INDIA



16MW SOLAR PARK-MAHESANA

Technology Provided For TPSAT Tracker Based Bifacial Module Power Plants.



3.5MW SOLAR PLANT-CHOTILA

Astounding ground-mounted project at Distributed Sites.



1600kW SOLAR PLANT-LIMBDI

Solar industrial rooftop project.

3.2MW SOLAR PLANT-KARANPURA

Technology Provided For TPSAT Tracker Based Bifacial Module Power Plants.



1.2MW SOLAR CARPORT-TAPUKARA

Asia's then largest solar carport

INTERNATIONAL



200MW SOLAR PLANT-DRC

Groundbreaking ceremony of Congo's Largest Solar Power Plant



20MW SOLAR PLANT-PORTUGAL

Community Solar Rooftop Project



20kW SOLAR PLANT-SPAIN

Solar industrial rooftop project

200kW SOLAR PLANT-GHANA

Industrial Solar Rooftop Project

UPCOMING PROJECTS

We have demonstrated our expertise in the delivering state of the art EPC solar projects and continue to deliver cutting edge technologies to reduce carbon footprint. Instances of some of our exemplary projects in India and globally are provided below.

SOLAR PARKS

New Projects of Capacity	200 MW +
Individual Project Capacity	250 kW +
Locations	Pan India

GROUND MOUNT PROJECTS

New Projects of Capacity	350 MW +
Individual Project Capacity	250 kW +
Locations	Globally

SOLAR IPP PROJECTS

New Projects of Capacity	400 MW +
Individual Project Capacity	5 MW +
Locations	Pan India

ROOFTOP SOLAR PROJECTS

New Projects of Capacity	60 MW +
Individual Project Capacity	3 kW to 1.2MW+
Locations	Globally

In addition, below is a view of our current delivered capacity and planned pipeline capacity which will provide a glimpse in our international expansion.

GLOBAL EXPANSION

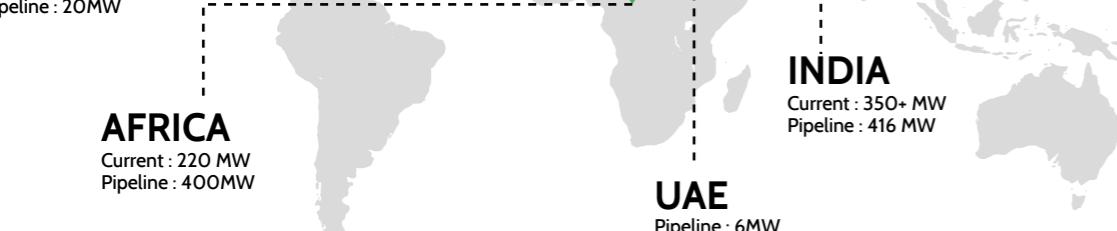
UK

Current : 1.4 MW
Pipeline : 10 MW



PORTUGAL

Current : 1.1 MW
Pipeline : 20MW



AFRICA

Current : 220 MW
Pipeline : 400MW



GERMANY

Current : 20 kW
Pipeline : 11 MW

INDIA

Current : 350+ MW
Pipeline : 416 MW

MANUFACTURING CAPABILITY

In addition to delivering state of the art EPC solar energy projects, we are also working on vertical integration of our business by expanding into manufacturing of BESS for Utility Scale projects for the solar energy sector. Overview of our expansion is provided below.

BESS Manufacturing

Our state-of-the-art BESS manufacturing unit will be developed in 2 phases. This advanced facility will deliver efficient, scalable energy storage solutions, ensuring reliable, uninterrupted power supply for industrial and commercial sectors, grid support, and renewable energy integration, promoting long-term energy sustainability and resilience.

Manufacturing Capacity : 100 MW
Operational By : 2025 (Phase 1)
Automation Level : Fully automatic
Location : INDIA

Manufacturing Capacity : 1 GW
Operational By : 2026 (Phase 2)
Automation Level : Fully automatic
Location : INDIA



CHAPTER 4

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT



STAKEHOLDER ENGAGEMENT

We, at Soleos, prioritize open and consistent communication with our stakeholders, fostering trust-based relationships. We aim to build a positive rapport by understanding their expectations and aligning our business objectives to meet them effectively.

We follow a thorough process to identify and engage with our stakeholders. Through formal consultations, we have mapped our key stakeholders, including employees, customers, government and regulatory authorities, shareholders and investors, and local communities within our value chain and ecosystem. The identification process involves an in-depth analysis of the company's operations, stakeholder consultations, adherence to legal and regulatory requirements, impact assessments, and alignment with industry best practices. This diligent approach enables us to build positive relationships, address concerns, and meet the expectations of our diverse stakeholder groups effectively.

EMPLOYEES	SUPPLIERS
WHY THEY MATTER <p>Our people are the foundation of our success, and their personal and professional growth is our top priority. We are committed to creating an inclusive and equitable workplace that fosters a culture of openness, values diverse perspectives, and appreciates all contributions.</p> ENGAGEMENT METHODS <ul style="list-style-type: none"> - Internal communications - Training and safety programmes - Rewards and recognitions - Other employee engagement initiatives MATTERS RELEVANT TO THEM <ul style="list-style-type: none"> - Learning opportunities - Career progression path - Safety and health - Fair remuneration 	WHY THEY MATTER <p>We are committed to the inclusive growth of our vendors and suppliers, encouraging them to adopt and sustain environmentally responsible practices. Their contributions are essential to collaboratively driving positive value creation.</p> ENGAGEMENT METHODS <ul style="list-style-type: none"> - Supplier meetings - Contract negotiations MATTERS RELEVANT TO THEM <ul style="list-style-type: none"> - Technical know-how - Long term business relations - Skill development support

CUSTOMERS	INVESTORS
WHY THEY MATTER <p>Our customers are at the heart of everything we do and are key to driving our growth. We are dedicated to meeting their needs by offering innovative, sustainable, and top-quality products at the right price.</p> ENGAGEMENT METHODS <ul style="list-style-type: none"> - Customer Feedback - Marketing initiatives - Online engagement via social media and website - Other offline channels MATTERS RELEVANT TO THEM <ul style="list-style-type: none"> -- Product quality - Successful project completion - Customer centricity - Brand recognition 	WHY THEY MATTER <p>Delivering consistent returns to our investors is a key priority. We achieve this by operating strategically, transparently, and ethically, while reinforcing our core business and exploring opportunities to expand into new markets.</p> ENGAGEMENT METHODS <ul style="list-style-type: none"> - Investor presentations - Investor conferences - Frequent interactions through virtual calls MATTERS RELEVANT TO THEM <ul style="list-style-type: none"> - Leadership in our segment - Strengthening of our brand value - Corporate governance and integrity
	COMMUNITY
	WHY THEY MATTER <p>Communities are integral to shaping our business operations, providing us with the social license to operate. In return, we actively engage in various initiatives to empower and uplift them.</p> ENGAGEMENT METHODS <ul style="list-style-type: none"> - Social contributions - Complaints and grievance mechanisms MATTERS RELEVANT TO THEM <ul style="list-style-type: none"> - Employment opportunities - Social development, including healthcare, education and infrastructure development



MATERIALITY

MATERIAL TOPICS	GRI TOPICS	GRI INDICATORS	TOPIC BOUNDARY
Corporate Governance	GRI 205: Anti - corruption 2016	GRI 205 -3	Internal
Governance and Ethics	GRI 206: Anticompetitive behaviour 2016	GRI 206 -1	Internal
Health & Safety	GRI 403: Occupational Health and Safety 2018	GRI 403 -1, GRI 403 -2, GRI 403 -3, GRI 403 -4, GRI 403 -5, GRI 403 -6, GRI 403 -7, GRI 403 -8, GRI 403 -9	Internal and External
Economic Performance	GRI 201: Economic Performance 2016	GRI 201 -1	Internal and External
Indirect Economic Performance	GRI 203: Indirect Economic Impact 2016	GRI 203 -1, GRI 413 -1	Internal and External
Resource Management	GRI 301: Materials 2016 GRI 302: Energy Consumption 2016	GRI 301 -1, GRI 301 -2 GRI 302 -1, GRI 302 -3, GRI 302 -4	Internal and External
Employment and Labour Practices	GRI 401: Employment 2016 GRI 408: Child Labour 2016 GRI 409: Forced Labour 2016	GRI 401 -1, GRI 401 -2 GRI 408 -1 GRI 409 -1	Internal and External
Employee Training and Development	GRI 404: Training and Education 2016	GRI 404 -1, GRI 404 -2	Internal
Talent Management	GRI 405: Diversity and Inclusion 2016	GRI 405 -1	Internal
Compliance to regulatory / statutory requirements	GRI 307: Environmental Compliance 2016 GRI 305: Emissions 2016	GRI 307 -1 GRI 305 -1, GRI 305 -2, GRI 305 -4, GRI 305 -5, GRI 305 -7	Internal
Supply Chain Management	GRI 204: Procurement Practices 2016	GRI 204 -1	Internal
Water Management	Not applicable		
Effluent and Waste Management	Not applicable		
Customer Relationship Management	GRI 416: Customer Health and Safety 2016	GRI 416 -1, GRI 416 -2	Internal and External
Risk Management	Non - GRI		Internal and External

CHAPTER 5

CORPORATE GOVERNANCE AND ETHICS



We believe that the success of our sustainability initiatives depends on a solid foundation of ethics and governance, fostering transparency, accountability, and integrity throughout the organization. To this end, we have established a strong corporate governance framework, comprising well-defined policies and procedures, tailored internal controls to ensure checks and balances at all levels, and a robust culture of compliance with applicable rules and regulations. We take pride in setting the right "tone from the top" to cultivate and strengthen an ethical mindset across the organization.

We are committed to implementing the highest standards of corporate governance, guided by the following principles to uphold transparency, accountability, and ethical conduct:

- Clearly defining and recognizing the roles and responsibilities of management.
- Ensuring independent verification and integrity in financial reporting.
- Safeguarding investors' rights and prioritizing effective investor relations.
- Providing timely and accurate disclosures on all material aspects of our operations and performance.

BOARD OF DIRECTORS

A robust corporate governance culture has been and will remain a cornerstone of our success. We place utmost importance on this, recognizing the Board of Directors as the rightful stewards responsible for setting the appropriate "tone from the top" to shape and uphold Soleos' corporate governance principles.

The Board of Directors consists of 3 (three) Directors as on March 31, 2024. The Chairman of the Board is an Executive Director. As per the Board Policy, the Board is fully committed to diversity including gender, experience, and skills diversity. All Board members bring diverse industry experience and skills to complement each other and provide the necessary expertise required. The composition of the Board of Directors as on March 31, 2024, is as follows:



BHAVESH RATHOD

Managing Director



PARTH RANGOLIA

Procurement Director



DHAVAL JAYANI

CEO and Director

Industry Associations and Memberships

Whilst we understand the importance of maintaining healthy relationships with relevant Industry Associations and Bodies, we do not have formal membership of any industry association though we do fully maintain informal association.

RISK MANAGEMENT

Soleos has established a comprehensive Risk Management Policy that emphasizes the proactive identification and prioritization of risks through continuous scanning of external factors and monitoring internal risk elements. The company maintains an Internal Financial Control System that aligns with the size, scale, and complexity of its operations. Additionally, Soleos has implemented an effective Internal Control and Risk Management system to safeguard assets, prevent unauthorized use or disposal, and ensure that transactions are promptly authorized, recorded, and reported. To further strengthen its governance, Soleos has adopted a robust Internal Audit framework that assures the Board of the effectiveness and adequacy of the Risk Management Framework.

Furthermore, Soleos periodically reviews its risks, especially when actual or potential changes in the external environment arise, assessing the likelihood and impact of these risks to determine appropriate mitigation measures. The implementation of the risk identification, assessment and minimization procedures is an ongoing process, and the Board is periodically informed of the status.

Emerging Risks for Solar EPC companies in India

Emerging risks for solar Engineering, Procurement, and Construction (EPC) companies stem from evolving industry dynamics, technological advancements, regulatory changes, and market forces. Here are some key risks that Soleos is working on and is mitigating.

Regulatory and Policy Uncertainty

- Frequent Policy Changes: State-level policies often differ and change frequently, causing uncertainty in project planning and execution.
- Delayed Approvals: Lengthy and bureaucratic processes for land acquisition, environmental clearances, and grid interconnection approvals can stall projects.
- Net Metering Caps: Restrictions on net metering for rooftop solar installations may reduce project feasibility.

Grid Infrastructure Challenges

- Weak Transmission Networks: Many regions in India lack adequate grid infrastructure to handle large-scale solar power injection, leading to curtailment risks.
- Grid Reliability: Frequent power outages and grid instability in rural areas can impact operations and maintenance (O&M)

Financial and Payment Risks

- Delayed Payments: State electricity distribution companies (DISCOMs) often delay payments, causing cash flow issues for EPC companies.

Supply Chain Vulnerabilities

- Dependence on Imports: India relies heavily on imports for solar modules and components, particularly from China, exposing companies to geopolitical risks, tariffs, and price fluctuations.

- Weak Creditworthiness of DISCOMs: Poor financial health of DISCOMs affects the viability of power purchase agreements (PPAs).
- High Financing Costs: Accessing affordable capital remains a challenge, particularly for smaller players

Land Acquisition Challenges

- High Land Costs: Land prices in India are rising, especially near high-solar-potential zones, increasing project costs.
- Disputes and Opposition: Local community opposition and disputes over land ownership can delay or derail projects.

Technological Risks

- Lagging Innovation: Slow adoption of advanced technologies like bifacial panels or energy storage systems could make Indian EPC companies less competitive globally.
- Quality Concerns: Use of low-quality materials to cut costs may result in long-term performance issues and reputational damage.

Workforce and Execution Risks

- Skilled Labor Shortage: A lack of adequately trained workforce impacts project timelines and quality.
- Extreme Weather Events: Increasing frequency of heatwaves, floods, and cyclones poses risks to construction schedules and operational plants.

Cybersecurity and Data Risks

- Smart Grid Vulnerabilities: As solar projects integrate with IoT and SCADA systems, they become targets for cyberattacks.

- Customs Delays: Increased scrutiny on imports to ensure quality standards can lead to delays in project timelines.

Rising Material Costs

- Volatility in Prices: Costs of solar modules, steel, aluminum, and copper have been fluctuating, impacting project budgets.
- Basic Customs Duty (BCD): The 40% duty on imported solar modules and 25% on cells has increased project costs significantly.

Environmental and Social Risks

- Water Scarcity: Solar projects in arid regions face challenges related to water availability for cleaning panels.
- Biodiversity Impact: Large-scale solar farms in ecologically sensitive areas can face opposition from environmental groups and regulators.

Competition and Margins

- Price Wars: Intense competition among EPC players, especially with smaller, low-cost contractors, is eroding margins.
- Entry of Global Players: Large international EPC firms entering the Indian market create additional competition.

Renewable Energy Certificates (REC) Market Uncertainty

- Oversupply Issues: A glut in REC supply can lower prices, making renewable projects less financially viable.

- Data Privacy: Poor data security practices may result in the loss or misuse of critical operational data.

Curtailment and PPA Renegotiations

- Curtailment: Some states limit solar power output during periods of high generation, impacting revenues.
- Renegotiations: Instances of state governments renegotiating or canceling existing PPAs create uncertainty.

Strategies for Mitigation:

By proactively addressing these risks through robust planning, diversification, and adaptive strategies, Soleos is better navigating the evolving landscape and ensuring long-term success. Soleos is building strong resilience to capitalize on the country's ambitious renewable energy goals.

An overview of mitigation strategies implemented by Soleos is as below.

- **Diversify Suppliers:** Reduce dependency on single countries or regions for components.
- **Policy Advocacy:** Collaborate with industry associations to influence favorable policy changes.
- **Technology Upgrades:** Adopt advanced technologies like energy storage to enhance grid reliability.
- **Financial Hedging:** Use financial instruments to mitigate risks from currency fluctuations and material cost volatility.
- **Community Engagement:** Work with local communities to address land and social concerns proactively.

Ethical Business and Transparency

Soleos' ethical and transparent culture starts at the top with a strong corporate governance structure at the Board which then permeates to the rest of the organisation through a demonstrated and robust 'tone at the top'. The Board conducts an annual self-assessment of its performance through a formal evaluation mechanism it has adopted. This evaluation is carried out using a structured process that considers various criteria. The results of the evaluation indicate that the Board is proactive, effective, and consistently contributes to achieving the Company's goals.

Soleos has implemented a robust Ethical Behaviour and Code of Conduct Policy along with specific ethics-related policies, including an anti-corruption and anti-bribery policy. These policies reflect the company's commitment to upholding the highest ethical and business standards, aligning with its core values. All Board Directors, Senior Management and employees are expected to adhere to these policies in both letter and spirit, ensuring transparency in business operations and strictly avoiding corrupt practices.

For FY 2023-24, there were no reported breaches of the Ethical Behaviour and Code of Conduct Policy by the Board, Senior Management, or employees. Additionally, no instances of bribery, corruption, conflicts of interest, or other ethical violations were reported. Furthermore, there were no legal cases pending or actions taken against the company concerning violations of laws, including anti-competitive behaviour or breaches of anti-trust and monopoly regulations.

Whistle Blower Mechanism

Soleos promotes ethical behaviour in all its business activities and has put in place a mechanism for reporting illegal or unethical behaviour. Soleos has a Vigil mechanism and Whistle blower policy under which the employees are free to report violations of applicable laws and regulations and the Code of Conduct. Under the whistle blower policy, all employees are eligible to make protected disclosures about matters concerning Soleos. The employees need to report to the HR Head of any such concerns. Any person handling or dealing with any such complaint contravenes our internal policies relating to confidentiality shall be liable for penalty. Also, our whistle blower policy provides necessary safeguards to all whistle blowers and stakeholders. In FY2023-24, there were no complaints received in relation to offensive behaviour or any kind of harassment at the workplace.



CHAPTER 6

ECONOMIC PERFORMANCE



Our extensive experience and strong foundation have given us deep market insights, enabling us to maintain a unique competitive edge and deliver lasting economic and social value to our stakeholders.

Soleos has been able to deliver exceptional financial performance in FY23-24 despite several challenges including heightened competition in the EPC sector. We have demonstrated resilience by promptly addressing several issues plaguing the sector and proactively managing our risks.

Even in the face of decreasing margins, we have achieved remarkable growth in terms of topline, volumes, and margins. Our exceptional working capital management, supported by a passionate and highly skilled workforce with a growing brand reputation in the market, has been instrumental in our success. Our ability to thrive under challenging circumstances truly set us apart.

In FY23-24, Soleos has exhibited a strong financial position with exceptionally healthy financial ratios. Our key numbers are as below.

	REVENUE	PROFIT AFTER TAX	TOTAL ASSETS
	₹101.36 Crores	₹11 Crores	₹30.53 Crores
FY23-24	₹101.36 Crores	₹11.02 Crores	₹30.53 Crores
FY22-23	₹56.25 Crores	₹4.06 Crores	₹7.50 Crores
FY21-22	₹9.88 Crores	₹0.344 Crores	₹3.44 Crores
	80% growth compared to FY22-23	171% growth compared to FY22-23	307% growth compared to FY22-23

Generating Economic Value for Stakeholders

Throughout the year, the ever-evolving business landscape tested our ability to generate value. However, our resilient business model allowed us to navigate these challenges effectively, showcasing the strength of our focused efforts on sustainability and long-term profitability.

OUR RESOURCES	HOW WE CREATE VALUE	VALUE WE CREATED
Resilient performance - Net worth: ₹ 30.53 Crores - Investments : ₹ 7.93 Crores - Net cash: ₹ 12.45 Crores	Strategic Priorities - Boost brand worth - Focus on developing networks in global markets - Leverage market position to expand project delivery capability - Broaden product range by leveraging our current network - Cultivate future ready workforce	Resilient performance - Total Revenue : ₹ 101.36 Crores - Profit after Tax: ₹ 11 Crores - Total Assets: ₹ 30.53 Crores
Strong project delivery capability - Proven track record in delivering complex projects globally - Deep business development capability with a strong pipeline of projects	Competitive Advantage - One-stop solution for your every need - Premium quality products - Finance and Insurance needs met - Experience and expertise - Proven customer centric approach	Committed workforce - Created employment opportunities - Upskilled and motivated employees - Reduced attrition with higher % of women in the workforce
Skilled workforce - Employées : 100+ - Contractor and Associates : 300+ - Training hours : 4,800+ - Reward and recognition programme	Stakeholder engagement - Employees - Customers - Suppliers - Investors - Communities	Expansion of Footprint - Strong expansion in global markets including European Union, Africa and Asia. - More than 100 projects delivered nationally and developed a strong network
		Innovative solution - Developed proprietary TSAT Tracker technology to achieve lowest cost of electricity

CHAPTER 7

ENVIRONMENTAL PERFORMANCE



CO₂

We are dedicated to promoting environmental sustainability through our solutions and services and throughout our operations, striving for continuous improvement to enhance their sustainability and resilience. We adhere to all regulatory requirements and focus on minimizing both direct emissions and indirect environmental impacts, such as eco-balance, through various ongoing and future initiatives.

Environmental Compliance

At Soleos, we strictly comply with all environmental norms and regulations established by the relevant authorities in every jurisdiction where we operate. During the financial year 2023-24, we incurred no fines or penalties for environmental violations. To ensure adherence to the legal and regulatory framework, our team leaders and managers possess comprehensive environmental knowledge and actively monitor compliance.

Emissions Management

Soleos is steadfast in its commitment to reducing emissions by leveraging innovation and advancing technology. We also place a strong focus on maintaining quality and enhancing its products to further minimize emissions. Our internal emissions primarily stem from energy usage, employee travel and supply chain logistics. We have devised our internal processes in a way to minimise these emissions as we are committed to reduce our internal footprint. Details on our Scope 2 and 3 emissions are below.

SCOPE 2 EMISSIONS	ELECTRICITY USAGE IN UNITS	EMISSIONS IN tCO2e	% REDUCTION IN EMISSIONS
FY22-23	15,181	10.78	-
FY23-24	13,783	9.79	9.18%

SCOPE 3 EMISSIONS	UoM	FY 23-24 EMISSIONS
Daily employee commute	tCO2e	13.35
Supply Chain	tCO2e	10.26
Air/Rail Travel	tCO2e	4.60

We have also reduced our Scope 2 emissions by almost 10% in FY23-24 through focus on our internal process improvement.

As noted above, these emissions are at the lower end of companies in the EPC sector.



CHAPTER 8

SOCIAL PRESENCE



At Soleos, we deeply understand and prioritize the needs of our stakeholders across the value chain in which we operate. These stakeholders include our employees, suppliers, customers, and local communities, all of whom play a vital role in our continued growth and success. We recognize their contributions and are committed to fostering a mutually beneficial relationship with them. As a responsible corporate entity, we balance commercial ambition with a strong sense of social responsibility by implementing various initiatives aimed at their well-being and sustainable development. Moreover, we strictly refrain from any activities that may have an actual or potential negative impact on local communities.

Occupational Health and Safety (OHS)

We are proud of our record of not having a single workplace injury or fatality in FY2023-24. This is a result of our continued focus on ensuring the health and safety of our employees and contractors while maintaining business continuity to protect the interests of our stakeholders. Our goal is to achieve excellence and leadership in health, safety, and environmental protection. Our robust OHS practices and culture are rooted in our vigorous Integrated Management System (IMS) and a thorough Emergency Preparedness and Response Procedure. We continually review and enhance our practices, policies and procedures to ensure a healthy and safe work environment. We are equally committed to environmental protection and providing safe, healthy working conditions by identifying and eliminating significant hazards and risks to prevent work-related injuries. To uphold these commitments, we have implemented various initiatives to create a secure work environment and strictly adhere to all applicable safety laws, regulations, and standards.

We have also implemented a Quality and Safety Management System as per ISO 9001:2015 across all our projects and sites we have worked at.

Health and safety are fundamental aspects of our business decisions, with continuous monitoring and reporting of occupational health and safety (OHS) performance. Regular workplace monitoring and safety inspections are carried out to identify and address any unsafe acts or conditions. We are proactive in protecting and managing our strong health and safety culture. Our proactivity includes the following:

- (1) Conduct regular risk assessments to identify potential health and safety hazards and risks;
- (2) Identifying and implementing mitigations for occupational health and safety hazards and risks identified;
- (3) Maintain safe and clean work environments;
- (4) Provide adequate first aid and emergency response capabilities;
- (5) Promote and deliver health and wellness programs for employees and contractors;
- (6) Provide regular training and communication on different topics of interest in relation to health and safety;
- (7) SOPs prepared for all activities, are implemented and monitored;

(8) Near-miss reporting processes are in place and monitored;

(9) Management regularly reviews and monitors health and safety practices and results.

All employees and contract workers undergo safety induction upon joining, and training programs are provided based on identified needs. We also conduct specialized training sessions on emergency preparedness, firefighting, first aid, scaffolding, and other critical safety areas. Additionally, mock drills are routinely performed, and fire extinguishers are provided to enhance workplace safety.

In addition, we undertake regular health and well-being initiatives to enhance the health and safety of our employees. This includes periodic health check-up including eyes and first aid training.

Supplier Management

We are committed to the inclusive growth of our vendors and suppliers, actively encouraging them to minimize waste and adopt efficient recycling practices. Their contributions are essential in our collective effort to drive positive value creation and sustainable progress.

We have established a comprehensive Supplier Code of Conduct that outlines our expectations for suppliers regarding ethical, environmental, and social responsibilities throughout their business relationship with us. This Code specifies the standards we require our suppliers to adhere to when conducting business with us. Through this Code, we reaffirm our commitment to internationally recognized standards, the Universal Declaration of Human Rights, industry best practices, and legal requirements related to environmental protection, child labour, anti-bribery, anti-corruption, and health and safety. This Code applies to all our suppliers worldwide. Additionally, we actively assess sustainability risks within our supply chain to implement effective mitigation strategies, reinforcing our dedication to responsible and sustainable business practices. We maintain regular engagement with our suppliers, actively seeking and incorporating their feedback to enhance our supply chain management processes. Additionally, we have established grievance redressal mechanisms to address any concerns they may encounter, ensuring swift and effective resolution of escalations.

Customers

Our customers are at the heart of everything we do and are the driving force behind our growth. We are committed to meeting their needs by delivering innovative, sustainable, and high-quality products and services at competitive prices. To ensure continuous improvement, we have a strong feedback system in place, providing customers with a platform to share their concerns or register complaints. This system includes the Customer Compliant Resolution Procedure which reinforces our commitment to resolving customer complaints promptly and fairly, ensuring that all issues are addressed in a structured and transparent manner.

We are proud of our record of not having a single customer complaint in FY2023-24.

Customers can submit complaints through multiple channels, including email at qualityassurance@soleos.in or by contacting sales, project, or service managers via phone. Once a

complaint is received, we acknowledge it within five working hours. This acknowledgment includes a confirmation of receipt, a unique reference number for tracking, and logging the complaint into our database. Additionally, customers are informed about the next steps in the resolution process and provided with an estimated timeline for resolution based on the nature and severity of the issue.

The responsible department conducts a thorough investigation, which involves gathering relevant facts, reviewing records, consulting with key teams, and, if needed, reaching out to the customer for further clarification. The objective of this investigation is to identify the root cause of the complaint, implement corrective actions, and prevent similar issues from occurring in the future.

Once the investigation is complete, the resolution will be shared with the customer through their preferred communication channel, either via email or phone. This update will include a detailed explanation of the findings, the corrective measures taken or planned, and the timeline for their implementation. Customers also can provide feedback on their satisfaction with the proposed resolution. It is important to note that during the investigation if any breaches of Soleos Policy or Procedure or SOPs or ethical standards are found then appropriate disciplinary action is taken.

If the customer is not satisfied with the resolution, they can appeal within five days of receiving it. The Customer Complaints Committee will reassess the complaint, review the investigation, and consider any new information before making a final decision, which will be communicated within a week. If the customer accepts the resolution or does not respond within five working days, the complaint will be formally closed. If the customer confirms satisfaction earlier, the complaint can be closed immediately.

All complaints, regardless of their outcome, are recorded in a centralised log for tracking and analysis. This data is regularly reviewed by the Quality Team to identify patterns and trends which informs improvement in service quality, product offerings and internal processes. Regular training and updates are provided to employees to ensure they remain equipped to handle complaints effectively and with our customer's best interest in mind.

Community

Communities play a crucial role in shaping our business operations, granting us the social license to operate. In return, we actively engage in initiatives aimed at empowering them. We firmly believe that our business growth is closely tied to the overall well-being and prosperity of the communities we serve.

With a strong sense of empathy and responsibility, we are committed to providing essential resources and creating opportunities that foster community development. Acknowledging our social responsibilities, we continuously strive to enhance community welfare through meaningful partnerships and collaborations. While financial success is an integral part of our achievements, we equally prioritise the empowerment and progress of the communities in which we operate.

To strengthen our positive social impact, we collaborate with various institutions to address specific community needs and actively work toward creating a lasting, meaningful difference.



CHAPTER 9

OUR PEOPLE



Our talented workforce is instrumental in driving positive change within the EPC sector. We cultivate an inclusive work culture that nurtures continuous growth, fuels passion, and encourages innovative thinking, all while aligning with our core values. Committed to excellence, we consistently adopt best practices, prioritize safety and well-being, and champion diversity and inclusion. These efforts reinforce our reputation as an employer of choice, enabling us to attract and retain top future-ready talent.

Workforce Management

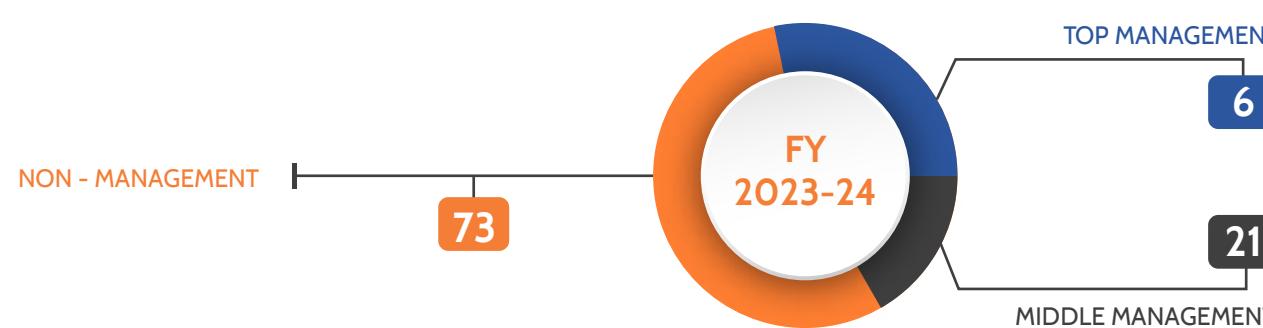
Aligned with our core principle of being an Equal Employment Opportunity (EEO) organization, Soleos is dedicated to fostering diversity across all aspects of employment. We believe that a diverse workforce enhances job satisfaction and drives optimal results. Our organization welcomes individuals from all backgrounds, providing equal opportunities for professional growth and development. The gender diversity within our workforce continues to increase.

We are committed to inclusivity, treating all employees and stakeholders with fairness and respect, regardless of their background. In line with this approach, we do not seek, or record information related to their ethnic or religious identity, ensuring a truly unbiased and equitable work environment.

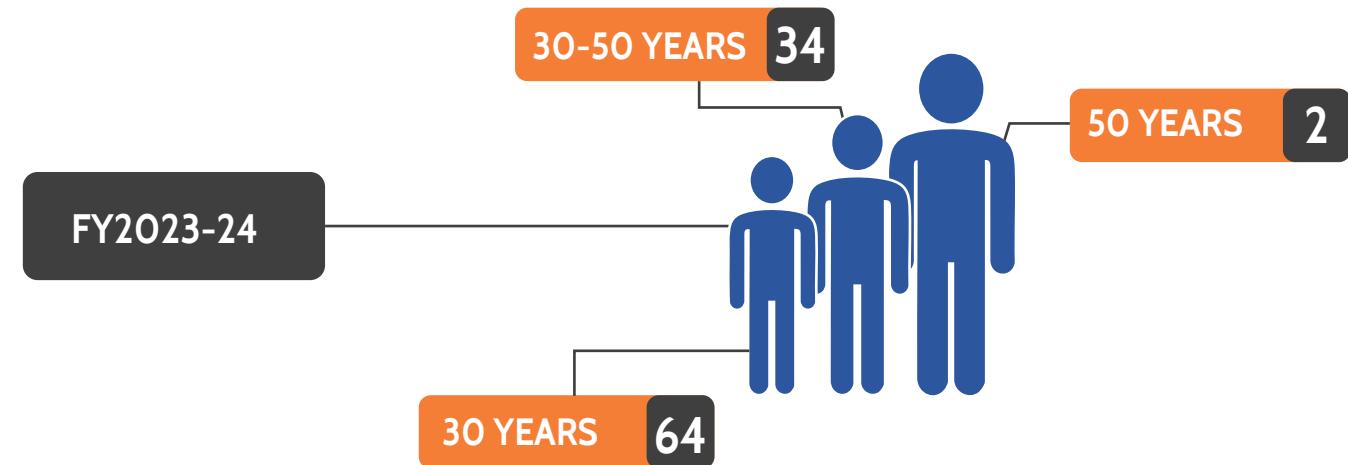
We have established a comprehensive Employee Code of Conduct that upholds every employee's right to work in a respectful and inclusive environment, free from any form of offensive behaviour. To reinforce this commitment, we have implemented policies aimed at preventing and

Our total employee breakdown by job category, age group and gender are provided below.

Workforce Breakdown Job Category Wise



Workforce Breakdown Age Wise



Workforce Breakdown Gender Wise

#	CATEGORY	UNIT	FY2023-24
1	Male	Nos	83
2	Female	Nos	17

New Joiners

We take great pride in cultivating a culture of excellence and high performance. Our ability to attract top talent stems from the inclusive and open work environment we have built. While we promote open communication, idea-sharing, and workplace flexibility, we do not have any employees who are part of a trade union.

Total new employees who joined Soleos in FY2023-24 were 31 and the average hiring cost by FTE was Rs. 5,25,000. Amongst these there were 2 positions that were filled by internal candidates. More than 95% of our employees undergo the annual performance management appraisals using a combination of management by objectives, team-based performance appraisal and agile conversations. Below table provides a breakdown of new joiners by gender and the overall turnover rate.

New Joiners: Gender wise

#	CATEGORY	UNIT	FY2023-24
1	Male	Nos	25
2	Female	Nos	6

Employee turnover rate

#	CATEGORY	UNIT	FY2023-24
1	Turnover rate	%	19

Benefits provided to Employees

We are committed to offering not only fair and competitive compensation but also a range of benefits and perquisites to appropriately reward and motivate our employees. These additional offerings play a significant role in enhancing employee well-being and satisfaction, ensuring they remain fully engaged and connected to the workplace.

Examples of benefits and perquisites include the following:

- Maternity / Paternity Leave
- Defined contribution plan towards Provident Fund
- Defined contribution plan towards Gratuity
- Employee State Insurance Scheme
- Bonus as per the Payment of Bonus Act, 1965
- Leave encashment
- Health check-ups
- Variety of trainings
- Regular performance management appraisals and a path for career progression
- Flexible working hours and work from home arrangements
- Part time working options for new parents.

Parental Leave

Soleos takes a compassionate approach to promoting a healthy work-life balance and enhancing gender diversity. As part of this commitment, we offer adequate parental leave to eligible male and female employees. Additionally, we provide extensive support during their leave to facilitate a smooth transition back to work after childbirth and childcare, allowing them to continue their fulfilling professional careers.

Training and Development

As our organisation continues to grow, evolve, and innovate, ongoing upskilling and capability development remain essential. To support this, we encourage our employees to participate in internal and external training programs, keeping them informed about the latest industry trends, technological advancements, safety protocols, and best practices. We actively collaborate with employees to identify their training needs, whether based on skill gaps or career aspirations. Once these needs are recognised and agreed upon, we provide learning opportunities and ongoing support, ensuring they can enhance their skills while effectively balancing their professional responsibilities.

We have a robust policy for training and development where each employee is required to undertake at least 32 hours of training every quarter. For FY2023-24, we have spent Rs 55,000 per employee on training and development expenses. We are proud of our focus and commitment on training and development.

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