



## ESG POLICY

Radiance Renewables Private Limited ("Radiance") is committed to avoid, minimize, or mitigate adverse impacts while enhancing positive outcomes through effective ESG management. Radiance Renewables has adopted the following ESG Policy aligned with the ESG Policy Statement of EverSource Capital and ethos of Green Growth Equity Fund (GGEF):

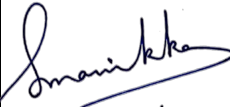
- Abstain from investing in any Excluded Activity/Asset listed in Environmental Social Governance Management System (ESGMS).
- Implement an ESG Management System consistent with Environmental Social Governance Management System (ESGMS) of GGEF and allocate appropriate resources for effective implementation and compliance.
- Aim to ensure that the Company's employees and contractors understand and abide by the Company's policy commitments and investment standards encompassing matters of environmental, social and business integrity.
- Seek to invest in assets which have systems to assess ESG risks and adopt mitigation measures; and /or are committed to the formulation of systems to identify, monitor and manage ESG risks.
- Seek to invest in assets which are committed to fairness, inclusion and development opportunities for all relevant stakeholders.
- Seek to invest in companies and work with partners who are committed to prohibit bribery and corruption.
- Encourage and support continuous ESG improvements across all business activities.
- Uphold transparency to the Fund's investors on management of ESG aspects of all investments. Where appropriate, actively engage with stakeholders to understand challenges and take remedial steps to address issues.
- Contribute to the United Nations Sustainable Development Goals that align with the Fund's investment themes and Radiance Renewables impact strategy.

Social Performance is a key pillar in the overall operating philosophy of Radiance. Radiance is committed to uphold following three principal components of social performance:

- Do no Harm.
- Trusting and respectful relationships.
- Fair and transparent benefits including CSR.

### Policy Communication, applicability, and its Implementation

This Policy will be communicated to key stakeholders through display at workplaces, prominent locations of Radiance and its subsidiaries and through interactive sessions for internal stakeholders such as employees and external stakeholders such as contractors and sub-contractors of Radiance and its subsidiaries. This policy will apply to all employees, contractors, sub-contractors and relevant stakeholders of Radiance and its subsidiaries. This policy for its implementation will be suitably reflected in management system manuals, frameworks, operating procedures, guidelines, and plans.

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|--|---|------------------|-------------------|
| <b>Manikkan Sangameswaran</b><br><br><b>Executive Director &amp; CEO</b> |  | Date of Adoption | 01 April 2021     |
|  |   | Date of Revision | 21 September 2022 |
|  |   | Current Version  | 02                |