Equal Employment Opportunity Policy

Version 1.0

Approval and Effectiveness

This Policy was reviewed and approved by the Board of Directors of Saatvik Green Energy Limited during its meeting held on 11th December 2025. The Policy is effective from the same date and shall remain in force until amended or replaced by the Board/ ESG Council of Saatvik.

1. Prologue

Saatvik Group's commitment to equal opportunity promotes an inclusive work environment that values and accepts the diverse cultural and social backgrounds of its staff.

2. Objective

Saatvik is committed to creating a secure and inclusive work environment where all its stakeholders, such as Employees, Agents, Vendors, and Partners, can work and pursue business in an atmosphere free from any sexual harassment, exploitation, and intimidation.

Saatvik values every employee working with them and is committed to protecting their dignity and self-respect. Further, Saatvik is determined to maintain personal dignity; promote a working environment where both genders complement each other as equals, and to strive for maximum productivity.

The objective of this Policy is to ensure equality of opportunity for all employees, free from discrimination on any grounds, including race, religion, belief, sex, colour, creed, age, national or ethnic origin, marital status, pregnancy, sexual orientation, political affiliation, or physical ability. This commitment reinforces Saatvik's dedication to fostering a culture that values diversity, equity, and respect for all.

3. Scope & Applicability

This Policy shall be referred to as "Equal Employment Opportunity Policy" ("Policy") and shall be applicable to all the employees of Saatvik Green Energy Limited and its subsidiaries (collectively referred to as the "Saatvik Group" or "Saatvik").

4. Policy, Procedures & Guidelines

4.1 The objective of this policy is to provide employment equality to all, irrespective of gender, marital or civil partnership status, parental status, pregnancy, religion or belief, political opinion, caste, race (including colour, nationality, ethnic or national origin), disability, age, sexual orientation, gender identity or expression, union membership, or any other protected characteristic under law.

4.2 Saatvik is opposed to all forms of unlawful and unfair discrimination. All job applicants, employees, and others who work for Saatvik will be treated fairly and

will not be discriminated against on any of the above grounds. Saatvik respects everyone and values the diversity of backgrounds. This Policy is to be practiced upholding values of fairness and respect for humanity, recognizing the unique strengths, competencies, and talents of individuals. The decisions about recruitment and selection, promotion, training, or any other benefit will be made objectively and without unlawful discrimination.

4.3 This Policy will operate in conjunction with Recruitment & Selection, Performance Management — Performance Analysis, Learning & Development, Induction, Probation & Confirmation, Whistleblowing Policy, Grievance & Disputes Procedure, Leave & Holidays, Transfer, Medical Insurance, Canteen, Transport, Safety & Security.

4.4 This includes provisions for assistive devices, barrier-free accessibility, and other provisions for persons with disabilities, including travel, loans & advances, reasonable working hours, infrastructure facilities and amenities, inclusive of special provisions for transgender persons & persons with disabilities.

4.5 The confidentiality of employees' gender identity shall be respected at all times. In compliance with the Transgender Persons (Protection of Rights) Act, 2019, Saatvik will appoint a Complaint Officer. The company will also identify posts suitable for persons with disabilities and appoint a Liaison Officer to oversee the recruitment and inclusion of persons with disabilities.

4.6 Saatvik is committed to promoting equality of opportunity for all persons, promoting a good and harmonious working environment in which all persons are treated with respect, and preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment, and victimization.

4.7 The company will also ensure that persons with disabilities are given preference in matters such as transfer, posting, training, and other terms of employment.

4.8 Saatvik will take lawful affirmative or positive action where appropriate. Any breach of this Policy will be treated as misconduct and may result in disciplinary proceedings.

5. Responsibilities

5.1 The Head of Human Resources is responsible for implementing this Policy, coordinating the application / implementation of this Policy, and monitoring its effectiveness.

5.2 Reporting Heads are responsible for ensuring that this Policy is implemented within their departments, offices, projects, and teams. All employees have a personal responsibility to treat other employees fairly, value and respect others, and ensure that no one is harassed, victimized or bullied in the workplace.

5.3 We expect all Saatvik employees to abide by this Policy and contribute to fostering an equitable and inclusive work environment, which is the core objective of this policy.

6. Training & Awareness

Saatvik will provide regular training and awareness programs on equal employment opportunity, non-discrimination, and unconscious bias. Training will include specialized sessions for managers, HR personnel, and recruitment staff. The company will also extend awareness sessions to contractors and other stakeholders, where relevant, to strengthen diversity, equity, and inclusion across the value chain.

7. Grievance Redressal

7.1 If any employee or applicant believes they have been subjected to discrimination or unfair treatment in employment, they are encouraged to report the matter promptly using the channel given in Internal Grievance Redress Mechanism. Complaints will be investigated promptly, fairly, and confidentially, with protection against retaliation.

7.2 The Saatvik Human Resource Head is responsible for hearing such claims, investigating the issue, and determining appropriate action punishment as per Saatvik's Policy or as per the provision of Saatvik's whistleblower mechanism.

7.3 Upon receiving any complaint, Saatvik Human Resource Head will conduct interviews, gather all relevant information(s) and investigate all claims discreetly.

7.4 Saatvik will never disclose who made a complaint to anyone or give out information that may help others identify that person.

7.5 Punishment for discriminatory behaviour depends on the severity of the offence. Employees who harass their colleagues will go through our disciplinary process, and we may reprimand, demote or terminate them depending on the severity of their offence.

7.6 Saatvik encourages all employees to remain aware of implicit biases and to report any instance of discrimination experienced or observed in the workplace.

7.7 Saatvik welcomes suggestions and ideas from employees on ways to further promote fairness, equality, and inclusion within the workplace.

8. Review and Amendments

This policy is approved by the Board of Directors and shall be subject to review from time to time based upon based upon the changing regulations and evolving social needs. Any amendments to this Policy shall be made in writing and will become effective upon approval by a resolution of the ESG Council of Saatvik.

Disclaimer:

This Policy supersedes all the earlier policies or practices that have been prevailing in Saatvik. The Human Resources Department of Saatvik is the final authority in the interpretation & deployment of the clauses, rules, and procedures mentioned in the Policy. Saatvik reserves the right to modify the Policy from time to time.