

Sustainability and ESG snapshot

At RAIN, sustainability is integral to the way we operate and create value. The consolidated ESG Performance presents key metrics, initiatives and outcomes that demonstrate our progress toward reducing environmental impact, strengthening social responsibility and upholding robust governance standards.

A. Environmental performance

We focus on reducing the environmental footprint of our operations through responsible resource use and cleaner technologies. Our priorities include lowering emissions, improving energy and water efficiency, and advancing circularity. Performance is measured through defined metrics and continuous improvement initiatives.

Indicator	Unit	2023	2024	2025
Total energy consumption	TJ	13,688	12,641	12,063
Renewable energy share	%	0.81%	1.78%	1.97%
Scope 1 emissions	tCO ₂ e	3,098,543	2,898,466	2,869,213
Scope 2 emissions	tCO ₂ e	183,069	154,800	149,390
Scope 3 emissions	Mn tCO ₂ e	-	11.78	12.35
GHG Emission Intensity (Scope 1 and Scope 2)	tCO ₂ e per tonne	0.56	0.54	0.54
Total water withdrawal	KL	6,859,738	7,139,927	8,682,077
Water recycled/reused	KL	-	-	3,236,725
Total waste generated	MT	108,296	137,121	101,353
Waste recycled/reused	%	69%	65%	72%

B. Social performance

We are committed to creating a safe, inclusive and engaging workplace while contributing positively to the communities around us. Our social performance focuses on employee well-being, skill development, diversity and community impact. We track progress through measurable people and safety indicators.

Indicator	Unit	2023	2024	2025
Total employees	Number	2,503	2,394	2,300
Women in workforce	%	11.4%	9.7%	9.6%
Training hours	per Employee Hours	19.95	23.69	29.97
Total Recordable Incident Rate (TRIR)	Rate	0.26	0.13	0.11
Fatalities	Number	0	0	0
CSR spend in India	Mn INR	106.6	86.3	88.4
Community beneficiaries in India	Number	102,175	86,424	80,561

C. Governance performance

Strong governance forms the foundation of sustainable value creation at RAIN. We uphold high standards of ethics, compliance and transparency across all business practices. Robust policies, oversight mechanisms and stakeholder accountability guide our decision-making.

Indicator	Unit	2023	2024	2025
Independent Directors on Board	%	50%	50%	50%
Board ESG oversight	Yes/No	Yes	Yes	Yes
Code of Conduct training coverage	%	100%	100%	100%

