

wilo

OUR IMPACT

We create. We care. We connect. For you.



WILO India Sustainability Report- 2024

OUR IMPACT

We offer
sustainable solutions.

We are
a responsible company.

We live
strong partnerships.

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Introduction & Overview



CMD Message

Mr. Hemant Watve

Chairman and Managing Director (WILO India) &
Chief Technology Officer of Asia, Middle East and
Africa (AMEA) Region

While the WILO Group has published annual Sustainability Reports for years, 2024 marks a milestone—WILO India's first report aligned with the GRI Standard. This reflects our deepening commitment to transparency and sustainable development.

Our sustainability efforts are rooted in **Creating, Caring, and Connecting**. Creating innovative solutions, caring for the environment & communities and connecting with stakeholders are central to our approach.

By adopting a region-for-region approach, we can better meet regional demands for sustainable water management solutions. This strategy aligns our products with the specific needs of customers in targeted markets.

Innovation drives us forward; we invest in technologies that boost productivity and benefit society. Our environmental efforts focus on climate change mitigation, water conservation, and resource efficiency, with initiatives like solar panels at our Kesurdi plant covering about 50% of our energy needs.

We aim to reduce our carbon footprint through energy-efficient practices and renewable energy. We have received notable orders from Reliance Green Energy – Giga Complex Jamnagar for a Cooling Water Pumps Package valued at 90 MINR and from Adani-Mundra Petrochemicals – Green PVC Project for Fire Water Vertical Pumps valued at 130 MINR.

Our social responsibility involves investing in workforce development and community engagement, ensuring fair labour practices and supporting education, health and economic initiatives. Strong governance is the backbone of our sustainability efforts. We adhere to robust business conduct principles that promote transparency, accountability and ethical decision making.

We prioritize the needs and safety of our consumers and end users. Our products are designed to meet high standards of quality and sustainability, ensuring that we deliver value while minimizing environmental impact.

In conclusion, our sustainability journey is a testament to our unwavering commitment to creating a better future. We will continue to innovate, collaborate and lead by example to achieve our sustainability goals and make a positive impact on the world.

Thank you for your continued support and partnership.

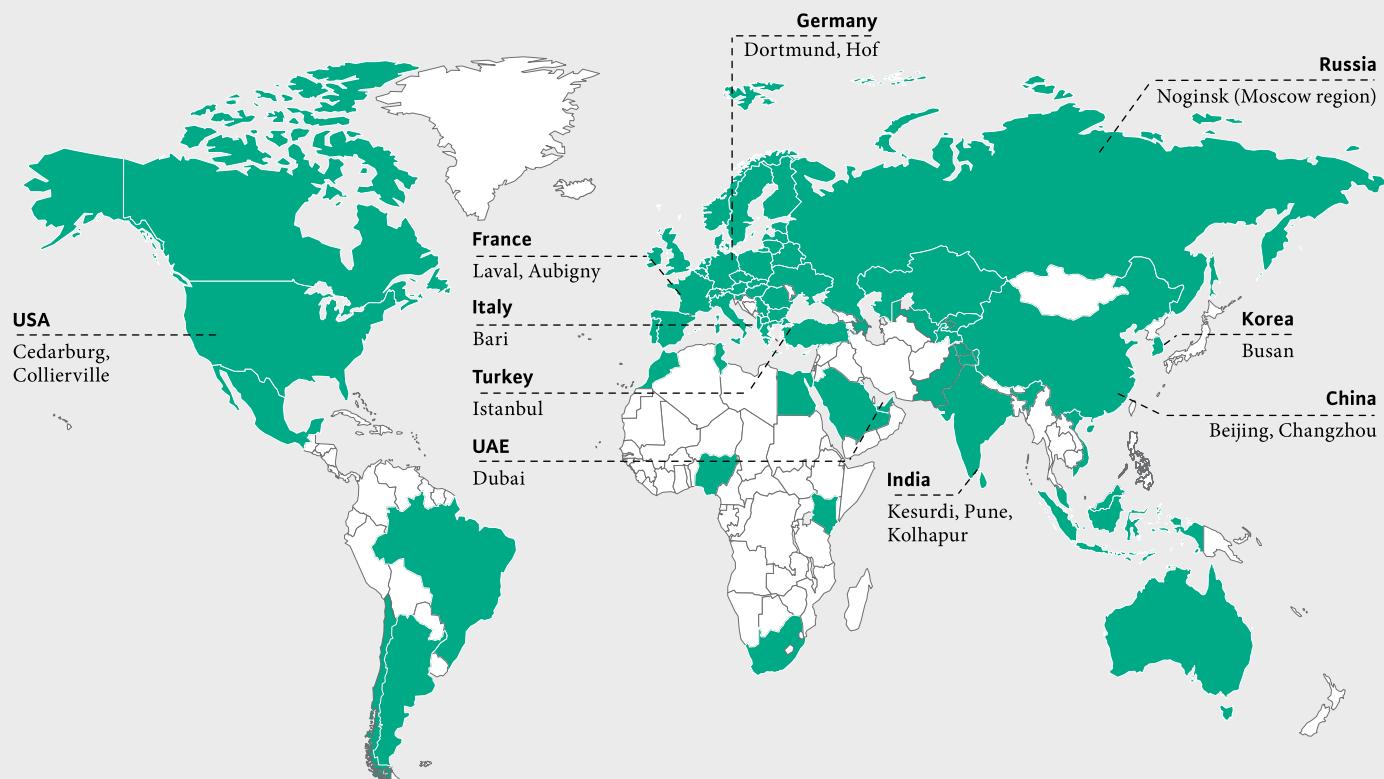
Our solutions for a sustainable future.

The Wilo-World.

In our interactive Wilo-World, you can learn more about us as a company, about current topics from the industry and about our products and solutions that are in use around the world. Click through the various Smart Urban Areas, explore the different building types and experience what Wilo stands for: digital and sustainable water solutions.



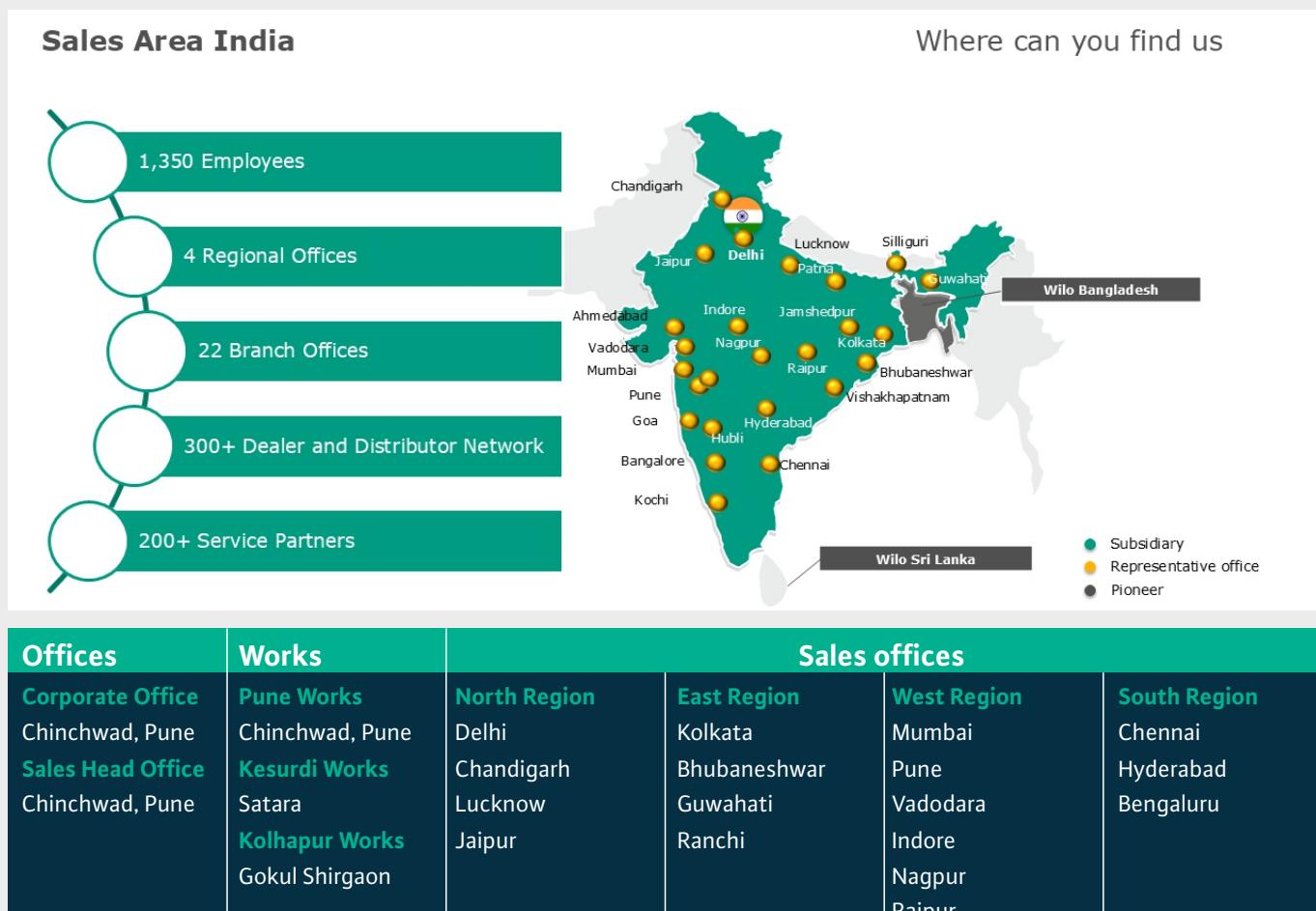
Wilo Group locations



■ Countries in which Wilo is represented by a subsidiary

----- Main production sites

WILO INDIA



WILO INDIA JOURNEY

1870	First pump was built by Mather + Platt
1913	Mather + Platt operations started in India
1940	First factory started in Kolkata
1959	Second factory started in Pune
1978	Mather + Platt becomes an Indian company
2005	Acquisition by WILO SE
2007	Acquisition of ACP Kolkata
2009	Manufactured largest VT pump with 3.4 MW motor
2011	State-of-the-art manufacturing facility inaugurated in Kolhapur
2014	Name changed to WILO Mather and Platt Pumps Pvt. Ltd.
2020	Modernization of KW Foundry
2020	Commencement of Kesurdi Plant Construction
2022	WILO India Crosses 1,000 Cr. Sales
2023	Inauguration of new production site at Kesurdi.

Overview of Capitals



Financial Capital

Funds generated through profits, borrowings and equity are allocated toward product manufacturing and service delivery.



Human Capital

The organisation fosters a safe and secure work environment that supports motivated employees with the necessary skills, capabilities, and experience



Manufactured Capital

The manufacturing process involves careful consideration of plants, machinery, equipment and technological infrastructure to ensure efficiency and Quality.



Social and relationship capital

The organisation maintains strong relationships with key stakeholders, including customers, shareholders, investors, dealers, suppliers, employees and the broader society.



Intellectual Capital

The organisation's knowledge base includes patents, proprietary processes, systems, trademarks, copyrights and innovative ideas.



Natural Capital

Renewable and Non-renewable resources utilised by the organisation.

General Disclosure

→ Corporate Identity Number (CIN)
→ Name of the Entity
→ Year of incorporation
→ Registered office address
→ Corporate address
→ E-mail
→ Telephone
→ Website
→ Financial year for which reporting being done
→ Name and contact details (email address) of the person who may be contacted in case of any queries on the Sustainability report.

U51909PN1996PTC014499

WILO Mather and Platt Pumps Pvt. Ltd.

1959

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Pune-411019. Maharashtra, India.

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2024

Mr. Vishvajeet Desai

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Our Sustainability Strategy

CREATING

We improve people's quality of life – globally.
Wilo has a positive impact on people's living conditions all around the world.

We create sustainable urban living spaces.
Megacities are growing, new planned cities are being developed. We are making a contribution here with our products, systems and solutions.

We increase energy security.
Energy is in scarce supply. High-efficiency Wilo pumps and pump systems save electricity.

We improve the access to clean water.
We move the world's most important component of food: water.

We provide food security.
We deliver visionary large-scale projects that ensure the water supply for agriculture.

We develop solutions for the digital & AI age.
Because the most intelligent solutions are the most sustainable.

We decelerate climate change.
Wilo products, systems and solutions help tackle what is probably the greatest crisis of our times.

CARING

We reduce emissions.
Consistent investments and innovative concepts are helping us continuously reduce our carbon footprint.

We organise sustainable supply chains.
Wilo also pays attention to sustainability in upstream and downstream steps in the value chain.

We promote a value-based corporate culture.
We act responsibly and in compliance with rules and regulations.

We live diversity.
The Wilo family is colourful. We promote diversity through a strong strategy.

We improve employee health.
The Health Cube is the new focal point of our international company health management.

We remain a first choice employer.
Wilo will also remain attractive for skilled workers from all over the world.

CONNECTING

We empower people.
Wilo is creating the general conditions for sustainable growth through capacity development projects in countries all around the world.

We strengthen our relationships.
We are actively involved in associations and exchange ideas in formats such as industry conferences with global market, research, political and financial partners.

We play an active part in shaping the sociopolitical environment.
Wilo is making contributions to strategic policy projects and initiatives around the world.

We advocate cross-border cooperation.
In these times of protectionism, we are building bridges between people, companies and economies.

Wilo's Sustainable Development Goals



Our Vision

WILO, the water solutions leader for a smart and resource-efficient world.

Our Mission

Inventing & managing responsible water solutions that benefit everyone, everywhere.

Our Values

Integrity : reliability, commitment and authenticity.

Fairness : honesty and decency.

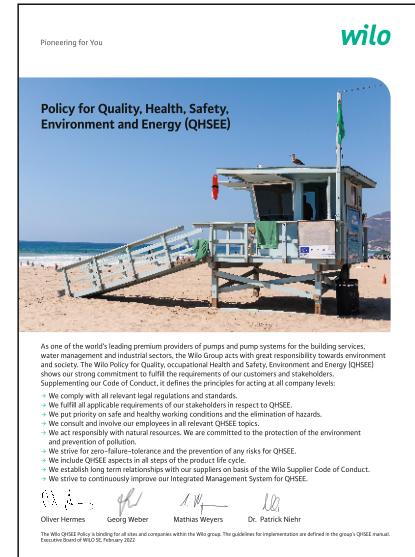
Respect: attention, appreciation and tolerance.

Passion : entrepreneurship, team & family spirit and creativity.

Responsibility : accountability for all our actions.

QHSEE Policy – Principles

- We comply with all relevant legal regulations and standards.
- We fulfill all applicable requirements of our stakeholders for QHSEE.
- We put priority on safe and healthy working conditions and the elimination of hazards.
- We consult and involve our employees in all relevant QHSEE topics.
- We act responsibly with natural resources. We are committed to the protection of the environment and the prevention of pollution.
- We strive for zero-failure-tolerance and the prevention of any risks for QHSEE.
- We include QHSEE aspects in all steps of the product life cycle.
- We establish long-term relationships with our suppliers on the basis of the Wilo Supplier Code of Conduct.
- We strive to continuously improve our Integrated Management System for QHSEE.



Pioneering for You

wilo

OUR AMBITION

2030

Together

we accelerate our profitable growth as
a worldwide sustainable solution provider.

CREATING

We offer sustainable solutions.

CARING

We are a responsible company.

CONNECTING

We live strong partnerships.

Financial Capital

Financial capital is allocated toward long-term investments such as machinery, computers, patents and buildings. It is also used for purchasing materials and extending credit to customers when necessary. These investments ensure that the organisation is well-equipped to develop new products and technologies, expand its operations and maintain a strong market position, thereby supporting its ability to generate revenue.

WILO group evaluates the financial needs of its subsidiaries and provides them with the necessary funding to support their growth and operational requirements.

Finance Department Goals

The finance department operates with clearly defined goals aimed at maintaining financial health and supporting business operations. These goals include:

- Maintaining optimal borrowing levels
- Negotiating competitive borrowing rates
- Ensuring timely payments to suppliers
- Providing funds for the acquisition of fixed assets

To achieve these objectives, the department focuses on:

- **Strategic planning** of financial requirements
- **Close monitoring** of inventories and receivables
- **Exploring diverse funding sources** to secure favourable terms
- **Optimizing the capital structure** by balancing debt and equity

These departmental goals are further translated into individual performance objectives for finance executives, ensuring alignment and accountability across the team.

Economic Value distributed for Major Stakeholders (Amounts in MINR) For Year 2024

	WILO India (MINR)
Materials	7,328
Operation	1,508
Employee Expenses	1,438
Taxes and Duties	323

Manufactured Capital

Manufactured capital plays a vital role in Wilo India's journey toward becoming one of the most admired engineering companies in the world. It underpins our productivity, quality, cost-efficiency, delivery performance and research & development capabilities. This capital not only supports current operations but also ensures future investments, enabling us to remain competitive in a dynamic marketplace.

Wilo India is a world-class pump manufacturing company with deep expertise in engineering and fluid management systems. As a market leader, we deliver comprehensive fluid management solutions for large-scale infrastructure projects across sectors such as water supply, power generation, irrigation, industry and defence. Our product portfolio includes industrial, agricultural and domestic pumps and pumping solutions.

We operate state-of-the-art integrated manufacturing facilities in Kesurdi and Kolhapur, India. These facilities utilize a wide range of ferrous and non-ferrous alloys. Our foundry is equipped with ARPA 450 moulding machine and a semi-automatic sand mixer. Dedicated units handle cast iron and non-ferrous metals and we also operate a green sand knockout machine integrated with a sand plant unit.

The Kesurdi plant houses one of world's largest hydraulic pump testing facilities, capable of handling flow up to 110,000 m³/hr and 4.5 MW (with a proposed upgrade to 6 MW).

To enhance robustness of our manufacturing processes, we implement the following practices:

- Ensuring employees are skilled and adhere to standardized processes
- Continuously identifying and adopting new manufacturing technologies and software for inventory scheduling and workflow optimization
- Conducting preventive maintenance, implementing Wilo Production System (WPS) initiatives and training employees on newly installed equipment.

Annual budgets are allocated to each plant to support production enhancements. Capital requirements are documented plant-wise in the form of Capex and payback periods are calculated wherever tangible and measurable benefits are expected. This strategic investment in manufacturing assets enables Wilo India to generate long-term value for the company, its shareholders and the broader economy.

Salient features of new production site in India at Kesurdi.

Wilo India's new manufacturing facility in Kesurdi is a benchmark for sustainable industrial development, integrating cutting-edge environmental practices into every stage of its design and operation. Key sustainability features include:

❖ Eco-Friendly Construction

- The plant was built using environmentally friendly prefabricated components, significantly reducing construction waste and environmental impact.
- Sustainable materials and modular design principles were prioritized from the outset.

❖ Advanced Energy Management

- The facility is equipped with efficient energy management systems that optimize power usage and reduce energy waste.
- These systems are designed to support Wilo's global goal of carbon neutrality.

❖ Solar Power Generation (999 KWp)

- A rooftop solar system generates 999 kilowatts peak (KWp) of clean energy.
- This significantly reduces reliance on non-renewable energy sources and lowers the plant's carbon footprint.

❖ Sandwich Roof Panels

- These high-performance panels provide superior thermal insulation, reducing the need for air conditioning.
- They contribute to energy savings and improved indoor comfort.

Rainwater Harvesting (500 m³/year)

- The facility captures and stores 500 m³ of rainwater annually.
- This promotes water conservation and reduces dependency on external water sources.

❖ Zero Liquid Discharge (ZLD) Facility

- All wastewater is treated, recycled and reused within the facility.
- This ensures no liquid waste is discharged into the environment, supporting water sustainability.

North Light Structures & HVLS Fans

- North light structures maximize the use of natural daylight, reducing the need for artificial lighting.
- High Volume Low Speed (HVLS) fans improve air circulation and ventilation, enhancing the working environment and reducing energy consumption.

Glass Flake Coating on Tanks and Pipes

- Glass flake coatings provide robust corrosion protection, extending the lifespan of tanks and pipelines.
- This reduces maintenance needs and supports long-term infrastructure sustainability.



New Production site at Kesurdi



Greening the Landscape: Wilo India's Commitment to Environmental Stewardship

When Wilo-India first acquired the plot for its Kesurdi facility, the land was largely barren, with minimal tree cover. Recognizing the vital role of green spaces in promoting ecological balance and well-being, we have since planted over 780 trees, significantly enhancing the site's environmental value.

Our commitment to sustainability continues, with plans underway to plant an additional 1,000 trees, further enriching the landscape and contributing to biodiversity.

In alignment with our long-term environmental goals, 33% of the total plot area has been dedicated to horticulture and tree plantation, ensuring a lush, eco-friendly environment that will thrive for generations to come. This initiative reflects Wilo India's dedication to creating not just world-class manufacturing infrastructure, but also a harmonious relationship with nature.



Wilo-India's New Sales & Purchase Office in Pune: A Smart, Sustainable Transformation

Wilo-India relocated its Sales and Purchase Office in Pune to a new premises—the former Chinchwad Works production site.

In just 95 days, a 1,700 m² production hall was transformed into a modern, open-concept office space, ahead of the scheduled completion date of May 2024. The new office features:

- A welcoming reception and waiting area
- Seven fully equipped meeting rooms
- Energy-efficient lighting and cooling systems
- A layout remodelled in line with the Wilo Office Concept

This transformation is a smart and cost-effective reuse of existing infrastructure, aligning perfectly with the Wilo Sustainability Strategy 2030. By repurposing the former production facility, Wilo India has not only optimized resource use but also reinforced its commitment to sustainable development and operational efficiency.

This project stands as a model of how innovation, speed and sustainability can come together to create inspiring workspaces.



LEED "GOLD" Certification: A Milestone in Sustainable Design

Wilo India's office building has proudly achieved LEED "GOLD" certification from the U.S. Green Building Council (USGBC) – a prestigious recognition of our unwavering commitment to sustainability and environmental stewardship.

This certification reflects our implementation of a wide range of eco-conscious practices and technologies, including:

- Energy-efficient lighting systems that reduce power consumption
- Advanced waste management strategies that promote recycling and minimize landfill use
- Optimized building design and operations to reduce our overall ecological footprint

Every element of our facility has been thoughtfully designed to align with global green building standards, reinforcing our role as a responsible and forward-thinking organization.



IGBC Green Factory Building Gold Certification:

Wilo India's Kolhapur factory possesses prestigious IGBC Green Factory Building Gold certification of the Indian Green Building Council (IGBC)—a testament to our unwavering commitment to sustainable industrial development.

This certification recognizes our adherence to high standards of sustainability in both construction and operations. Key areas of achievement include:

- Energy efficiency through optimized systems and processes
- Water conservation via rainwater harvesting and efficient usage
- Waste management practices that reduce environmental impact
- Sustainable building design that promotes long-term ecological balance

This certification not only reinforces our role as a responsible manufacturer but also enhances operational efficiency, reduces long-term costs and strengthens our position as a leader in sustainability within the manufacturing sector.



Wilo-India earns 'Green' rating in L&T supply chain assessment

We are delighted to announce that Wilo India has been **recognized and awarded** for its outstanding support, partnership and active participation in the L&T Supply Chain Assessment Program.

Our relentless efforts to enhance **Environmental, Social and Governance (ESG)** performance were highly appreciated during the assessment. This recognition reflects our deep commitment to sustainable and responsible business practices.

Wilo-India achieved an impressive **score of 85%**, successfully meeting all assessment criteria and earning the prestigious '**Green**' rating – a testament to our alignment with L&T's sustainability expectations and global ESG standards.



WILO India Business Verticals

- Water Management
- Industry General
- Oil & Gas
- Energy Power
- Building Service Residential
- Building Service Commercial
- After sales service & retrofit
- Defence
- OEM

EIL Enlistment

Kesurdi plant enlisted after successful audit by EIL.



EIL audit for the new plant Kesurdi on 11th July 2024

Article on Kesurdi plant in the World Express Magazine newsletter (Published in April 2025)

From Factory Floor to Industry Leader:
The Journey Behind Wilo's Operational Powerhouse



Jayant Deshpande

Plant Head at Wilo Mather & Platt Pumps Pvt Ltd.
(Kesurdi)

STATE-OF-THE-ART MANUFACTURING AT KESURDI

The newly inaugurated Kesurdi plant exemplifies Wilo's vision for advanced and sustainable manufacturing. Designed to global benchmarks in pump production, the facility spans an impressive 320m x 82m and was constructed in record time using precast technology.

Sustainability is at the heart of the plant's design. It is powered by solar energy, features rainwater harvesting systems and fully complies with Health, Safety and Environment (HSE) standards. Employee well-being is a top priority, with a strong emphasis on creating safe, ergonomic and comfortable working conditions.

At the operational level, automation and digital integration are central. Internet of Things (IoT) technologies, data analytics and intelligent systems are seamlessly embedded into workflows, driving efficiency and innovation across all processes

INDUSTRY 4.0 AND SMART MANUFACTURING AT WILO

At Wilo, the synergy of automation, Industry 4.0 and smart manufacturing drives operational excellence and innovation:

- **Automation:** Advanced machinery ensures high-precision output, while automated quality assurance and supply chain systems reduce errors and enhance throughput.
- **Industry 4.0:** IoT-enabled real-time monitoring supports predictive maintenance, while data analytics empowers smarter decision-making across production, logistics and customer engagement.
- **Smart Manufacturing:** Leveraging AI, robotics and additive manufacturing (3D printing), Wilo responds swiftly to evolving market demands with agility and customization.

DRIVING THE 'MAKE IN INDIA' VISION

Wilo's operations are closely aligned with the Government of India's Make in India initiative, reinforcing the country's vision for self-reliant industrial growth. With manufacturing plants in Kesurdi, Kolhapur and Kolkata and involvement in major infrastructure projects nationwide, Wilo plays a key role in job creation and local economic development.

"Our locally developed technologies now replace imported legacy systems," notes a senior Wilo executive. "We're also exporting precision-machined components to Wilo subsidiaries worldwide—strengthening India's position in the global manufacturing ecosystem."

World Class Quality Control



Wilo's commitment to quality is uncompromising. "We move water using smart, efficient and sustainable pump solutions," says a company spokesperson—underscoring the brand's mission.

The company employs advanced precision tools such as Coordinate Measuring Machines (CMMs), spectrometers, Positive Material Identification (PMI) X-ray analyzers and borescopes as standard. Non-destructive testing facilities and an in-house calibration lab ensure consistent, high-quality output.

Wilo's supplier quality program reinforces this commitment through regular audits, targeted training and the Green Channel Supplier initiative—aimed at achieving zero-defect material sourcing.

A standout feature is Wilo's world-class testbed, one of the largest in Asia. It enables remote pump testing using 360-degree cameras and Microsoft HoloLens technology. "Clients can monitor performance as if they were physically present—redefining transparency in Quality Assurance." continues to be the biggest driver for the Company's sustained leadership position in the global pump market.



Intellectual Capital

We are proud to state that innovation continues to be the biggest driver for the Company's sustained leadership position in the global pump market."

Ecolution Award Ceremony: Wilo honours visionary water management projects



The Wilo Group launched the **Ecolution Award** to recognize groundbreaking projects in sustainable water management. At a prestigious ceremony held at Wilopark, four outstanding initiatives from Switzerland, China, India and the United Kingdom were honoured for their innovation and impact.

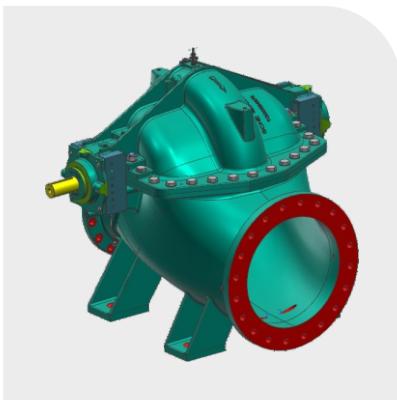
Between April and September, Wilo received 40 project submissions from global customers. A distinguished jury selected four winners, each representing excellence in a specific category.

In the category of **Enhancing Operational Reliability**, the Indian project "Nagawadi Micro Lift Irrigation Scheme, Madhya Pradesh" by Laxmi Civil Engineering Services Pvt. Ltd. set new benchmarks in equitable water distribution through an innovative irrigation system. From the United Kingdom, the project "Water Safety and Optimisation" by Integrated Water Services M&E focused on large-scale modernization of water infrastructure positively impacting over 35 million people.

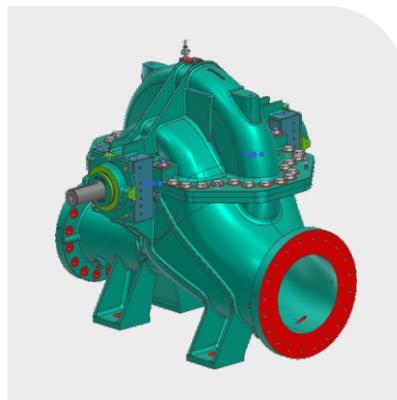
Wilo Group CEO Oliver Hermes praised the winners as "pioneers in combining sustainability with cost-effectiveness,"



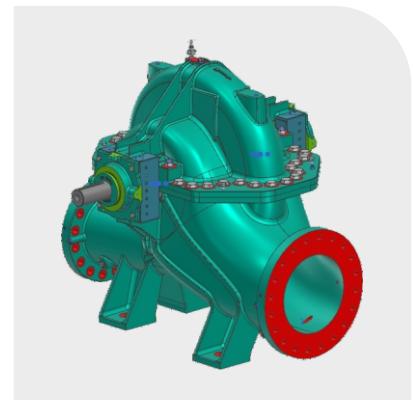
New Product Development



Split Case Pump
SCHE 400-600 DV
Water application



Split Case Pump
SCHE 300-750 DV
Water application



Split Case Pump
SCHE 300-700 DV
Water application



Vertical turbine Pump
VMF 195 B, VMP 160AC
and VAF 115A



End Suction Pump
FD 250-400 & FD 250-370
Waste water transfer



End suction pump
FD 250-300
Sea Water Desalination



Split Case Pump
SCHE 300-700 DS (2-stage)
Water application

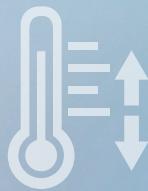


End Section vertical pump
ESS 1000-1400
Sewage application



End suction pump
FD 250-600
Sea Water Desalination

Our Business Segments



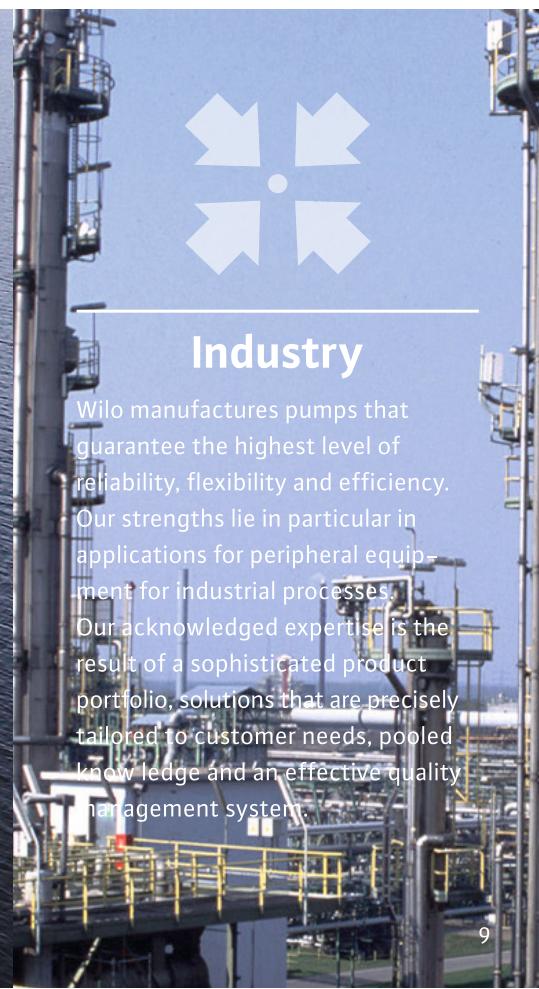
Building Services

In order to maximise the efficiency of buildings, it is becoming increasingly important to use innovative and energy-saving systems incorporating components that are optimally matched to one another. This applies to detached and semi-detached houses, public buildings, industrial buildings, office buildings, hospitals and hotels: Wilo offers energy-efficient solutions for heating technology, air-conditioning, water supply and wastewater disposal.



Water Management

All life is completely dependent on water – however, this valuable element is becoming increasingly scarce. The ability to ensure the purification and supply of water is rapidly developing into a global challenge. Wilo offers professional solutions designed to meet the complex requirements involved in the production of potable water, water purification, water pumping, water treatment and waste-water disposal. Wilo water management pumps and systems set benchmarks in the areas of technical performance, efficiency and sustainability.



Industry

Wilo manufactures pumps that guarantee the highest level of reliability, flexibility and efficiency. Our strengths lie in particular in applications for peripheral equipment for industrial processes. Our acknowledged expertise is the result of a sophisticated product portfolio, solutions that are precisely tailored to customer needs, pooled knowledge and an effective quality management system.

Wilo is a **premium supplier of pumps and pump systems for heating, ventilation and air-conditioning, water supply and wastewater disposal** around the world. As a full-service provider, the Wilo Group meets all its customers' needs with its portfolio of products, system solutions and services. The extensive product portfolio ranges from high-efficiency pumps designed for houses, apartment blocks and public and commercial buildings, via special pumps, mixers and wastewater treatment solutions for water management, through to specific products and solutions for industrial applications or flood control.

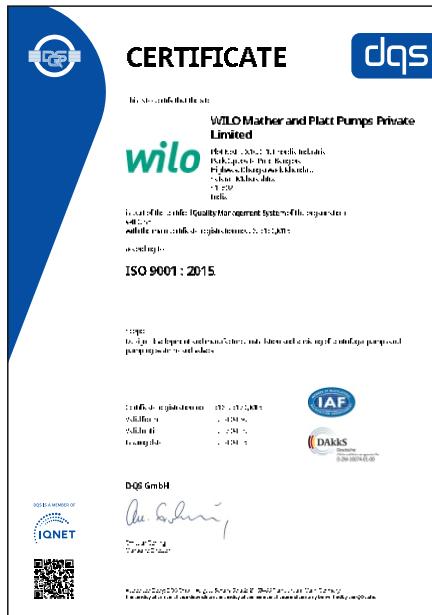
The Group's corporate strategy and the operational focus of its about 9,000 employees are systematically geared towards one central point of orientation: Wilo's customers and their specific needs and requirements for products, applications

and services. The foundation of the Wilo Group's market success is the **close cooperation with OEM partners, consultants, specialist retailers and tradesmen as well as general contractors, investors and end users in a spirit of mutual trust**. As a premium provider, Wilo aims to develop leading technology and intelligent solutions that make people's everyday lives noticeably easier. This is the principle behind the claim "Pioneering for You". With Wilo as your partner, you can not only be sure of choosing high-quality product solutions, but also of benefiting from a comprehensive, worry-free package of well-thought-out services: from on-site service interventions to immediate support through digital technology.

Integrated Management System (IMS) Certification

IMS certifications at our Pune, Kesurdi and Kolhapur sites is a testament to our unwavering commitment to Sustainability. These certifications not only validate our efforts in quality, environmental management and occupational health and safety but also demonstrate our dedication to responsible

business practices. We will continue to build upon these achievements, striving for continuous improvement and making sustainability an integral part of our business operation



ISO9001:2015



ISO45001:2018



ISO14001:2015

Product certification

Following models are certified under UL

- SCPFF 200-560 HB Pump – UL
- VMF 11 B x 1480 pump – UL
- VMF 11 B x 1760 pump – UL
- End Suction Pumps - UL
- SCPFF 80-300 DV – UL
- Potable Water Certification – As per NSF/ANSI/CAN 61-2022
- Total 120 Models of Split Case Pumps certified.



Morocco

Sebou and Bouregreg Basins Water Transfer Project

The Sebou–Bouregreg Basins Water Transfer Project in Morocco is a landmark infrastructure initiative designed to address the country's escalating water scarcity—particularly in the Rabat–Casablanca corridor.

Project Objective

The project aims to transfer surplus water from the Sebou River Basin to the Bouregreg Basin, which faces chronic water deficits. This initiative is a key component of Morocco's National Water Plan (PNE), focused on ensuring long-term water security and sustainable resource management.

Sr No	Pump Model	VMF 130C X 2Stage
1	Flow (m ³ /hr)	10,800
2	Head (m)	104
3	Speed (RPM)	595
4	Motor Rating (kW)	4,450
5	Quantity (Nos.)	12

WILO's Contribution

WILO India supplied advanced pumping systems to support the long-distance water transfer infrastructure. These systems are engineered for high efficiency and reliability, aligning with Morocco's sustainability goals.

Infrastructure Highlights

- Pipeline: Phase 1 includes a 66.7 km pipeline using 3.2-meter diameter steel pipes, capable of transferring up to 15 m³/s of water.
- Coverage: Designed to meet the drinking water needs of millions in the Rabat–Casablanca region and support agricultural irrigation.
- Key Dams: The Sebou Guard Dam and the Sidi Mohamed Ben Abdellah (SMBA) Dam are integral to the system.

Sustainability Impact

WILO supports Morocco's environmental and economic goals by integrating energy-efficient, high-performance technologies into large-scale water infrastructure.



Toshka

Reclaiming land for sustainable use

The Toshka Project in Egypt is a monumental land reclamation and agricultural development initiative aimed at transforming desert terrain into fertile farmland.

Location

Southwestern Egypt, near the Toshka Depression and Lake Nasser.

Project Goal

To reclaim up to 1 million acres of desert land and convert it into arable farmland—reducing Egypt's reliance on food imports, particularly wheat.

Strategic Vision

As part of Egypt Vision 2030, the project supports:

- National food security
- Rural development
- Population redistribution from the densely populated Nile Valley

WILO's Role

WILO is supplying over 400 high-efficiency split case pumps for the project's irrigation systems.



Pump Features:

- Engineered to operate in extreme temperatures (up to 50°C)
- Resistant to sandstorms and earthquakes

Impact

In its early phases, the project will irrigate 56,700 hectares of newly reclaimed farmland.

Driving Supplier Engagement Through Incentives

Wilo is embedding sustainability into its procurement strategy by rewarding responsible practices. Key initiatives include:

- Granting preferred supplier status to vendors with strong ESG performance
- Offering long-term contracts to suppliers that demonstrate consistent sustainability improvements

Enhancing Supply Chain Transparency with Technology

Wilo is leveraging digital innovation to improve visibility, traceability, and accountability across its supply chain.

Current and upcoming measures include:

- AI-powered risk analytics using platforms like Sphera and Climatip to calculate Scope 3 emissions based on spend and net weight data
- Supplier ESG portals (in development) to facilitate real-time data sharing, collaboration, and proactive emissions management

Embedding Sustainability into Supplier Expectations

Wilo is committed to embedding sustainability into every stage of its supplier engagement process—including selection, onboarding, and performance evaluation. Key initiatives include:

- Establishing clear supplier expectations through Codes of Conduct, Conflict Minerals policies, and Non-Disclosure Agreements, all aligned with global UN Global Compact (UNGCG) standards
- Ensuring regulatory compliance with key environmental and labour directives such as REACH and RoHS
- Incorporating sustainability metrics into a comprehensive 360° Supplier Evaluation framework, with defined KPIs to track environmental and social performance

Data-Driven Supplier Assessments

Wilo is leveraging platforms like EcoVadis & Sedex to assess supplier sustainability performance. These tools provide:

Sr. No	Supplier Name	Ecovadis Score
1	Pitti Casting	65
2	Aquasub Engineering	57
3	Transalloy	62
4	Eagleburgmann	65
5	Weg Motors	74
6	ABB Motors	75
7	CG power	42

Data-Driven Supplier

Total Ecovadis rated suppliers:

- Standardized ESG scoring
- Benchmarking across industries & globally accepted standards
- Weighted average score calculated based on Ecovadis Score

Supplier led Initiatives

Milk Run Concept

- A single vehicle collects or delivers goods from/to multiple locations, covering the route from Belgaum to Kesurdi.
- Tentative frequency: 2 trips per week.
- Inspired by traditional milk delivery routes to optimize logistics.

Sustainability and Innovation Initiatives

- Carbon Reduction KPIs: Supplier-led carbon reduction targets to be integrated into Key Performance Indicators (KPIs).
- Bio-Packaging Solutions: Use of biodegradable packaging materials for supplies delivered to WILO.
- AI & IoT Integration: Deployment of AI and IoT technologies to monitor and optimize energy consumption, carbon emissions, and waste generation.

- Green Energy Adoption: Utilization of renewable energy sources to reduce carbon footprint and contribute toward achieving “negative emissions.”

Sustainability Benefits

- Reduction in carbon emissions by minimizing the number of trips.
- Improved vehicle load efficiency, leading to lower fuel consumption.
- Supports Just-in-Time (JIT) inventory systems.
- Decreased packaging requirements and reduced transit-related damages.
- Promotes collaborative logistics and shared resource utilization.
- Helps reduce traffic congestion and operational costs (estimated savings: approx. 0.4 MNR).

Wilo India Powers Adani's Green Energy Push at Mundra PV Solar Manufacturing Plant with Advanced HVAC Pump Solutions

In a significant contribution to India's renewable energy sector, Wilo India has successfully deployed its advanced pump solutions at Mundra Solar Limited, a flagship solar panel manufacturing facility of the Adani Group, located in Mundra, Kutch, Gujarat.

Project Overview

As part of the Adani Group's mission toward energy self-reliance and sustainability, the Mundra Solar plant—operational since 2017—plays a pivotal role in producing next-generation photovoltaic (PV) solar panels.

Wilo's Role in Precision HVAC

Wilo India supports the plant's HVAC (Heating, Ventilation and Air Conditioning) systems, which are critical for the TOPCon (Tunnel Oxide Passivated Contact) solar cell production process.

These processes, including Chemical Vapor Deposition (CVD), require stringent control of temperature, air quality and cleanroom conditions.

“HVAC systems are vital in maintaining a stable environment for the production of high-efficiency solar cells,”

“Our pumps enable precise heat extraction and air circulation in temperature-sensitive areas, enhancing overall process reliability.”

Engineering Excellence

A major achievement at the site involved replacing high-vibration inline pumps from a global competitor with Wilo's end suction vertical pumps. Through a collaborative effort by Wilo's design and service teams, vibration levels were reduced from 11 mm/sec to just 2 mm/sec, significantly improving performance and reducing maintenance needs.

Featured Pump Model: Wilo-PISO V

Parameter	Specification
Flow	270 m ³ /hr
Head	70 m
Power	90 kW
Units Installed	4 Pump Sets

Broader Impact

Over the past three years, Wilo has installed a total of **89 pumps** across various applications at the Mundra site, supporting a cumulative **HVAC capacity of 60,000 TR (tons of refrigeration)**.

This collaboration exemplifies the synergy between **Wilo India's engineering innovation** and the **Adani Group's vision** for a greener, self-reliant India.

Enhancing Irrigation Sustainability in Madhya Pradesh

Wilo India has successfully supplied and commissioned pumps for 14 major irrigation projects, deploying a total of 368 large-capacity pumps with a combined installed capacity of 935 MW. These projects collectively serve a command area of 569,180 hectares, utilizing Pressurized Distribution Networks (PDNs) integrated with smart technologies such as PLC/SCADA and radio communication systems.

Smart Irrigation Infrastructure

Water is distributed through an extensive pipeline network featuring:

- Outlet Management Systems (OMS) at every 20-hectare "Chak"
- Sub-Chak divisions of 2.5 hectares
- Manual valves at the 1-hectare level for precise control

These systems ensure efficient water delivery, reduce losses and support sustainable farming practices.

Parameters	Unit	Total Saving in one Irrigation season
Saving of Total Energy Consumption	kW-hr	218,407,120
Saving of Total Energy Consumption	Million Units	218.41
Saving in Green house Emission in Equivalent	Carbon Units	
	Metric Tons	50,920
Saving of Water Consumption	Million M3	2,189
B) Saving of Resources over total project life of 25 years:		
Parameters	Unit	Total Saving in one Irrigation season
Saving of Total Energy Consumption	kW-hr	5,460,178,000
Saving of Total Energy Consumption	Million Units	5460
Saving in Green house Emission in Equivalent	Carbon Units	
	Metric Tons	1,273,000
Saving of Water Consumption	Million M3	54,725

Broader Impact

These projects represent a significant contribution to environmental preservation, food security and climate resilience. By conserving energy, water and reducing carbon emissions, Wilo India is helping to heal the planet while supporting agricultural productivity. Moreover, similar or

larger PDN-based irrigation projects are underway in Madhya Pradesh, Odisha and other Indian states, where Wilo continues to play a key role. The cumulative impact of these initiatives is monumental in conserving natural resources and protecting the environment.

Reliance Green Energy Initiative at Jamnagar

Project Overview

Client: Reliance Industries Ltd (RIL), Mumbai

Engineering Consultant: Worley Parson, Mumbai

Project Location: Giga Complex, Jamnagar, Gujarat

Project Overview

As part of its ambitious green energy initiative, Reliance Industries Ltd is developing a state-of-the-art Giga Complex in Jamnagar. This project underscores RIL's commitment to sustainability and renewable energy infrastructure under its broader clean energy roadmap.

Scope of Supply by WILO Mather & Platt

WILO has been entrusted with the supply and commissioning of advanced pump systems for three critical applications:

- Cooling Water Pumps Package

Application: Cooling systems for Train 1 (5 GW capacity)

- Utility Pumps

Application: General utility operations across the Giga Complex

- Fire Pumps

Application: Fire safety and emergency response systems

Sustainability Impact

WILO's high-efficiency pump solutions contribute significantly to RIL's sustainability goals:

- Reduced Energy Consumption: Advanced pump designs lower energy usage across cooling, utility and fire systems—helping reduce greenhouse gas emissions.
- Enhanced Operational Efficiency: Reliable performance minimizes downtime and maintenance, ensuring continuous operation in critical systems.
- Support for Renewable Energy: These systems are integral to the infrastructure supporting RIL's clean energy production, reinforcing a greener energy ecosystem.

Strategic Collaboration

The partnership between Reliance Industries Ltd, Worley Parson and WILO Mather & Platt Pumps Pvt. Ltd. marks a significant milestone in India's journey toward sustainable industrial development. WILO's comprehensive pump solutions are vital to the success of the Reliance Green Energy Project, reinforcing a shared vision for environmental stewardship and energy self-reliance.

Wilo India Powers Adani's 5 MW Hydrogen Pilot Plant in Gujarat with Pumping Solutions

In a major step toward clean energy innovation, Wilo India has supplied a comprehensive suite of industrial pumps to support operations at the 5 MW Hydrogen Pilot Plant developed by Adani New Industries Limited (ANIL) in Khavda, Kutch, Gujarat. Strategically located on India's western coastline, the pilot facility utilizes seawater in its green hydrogen production process.

About ANIL

Adani New Industries Limited is the green energy arm of Adani

Enterprises, focused on the production of green hydrogen, wind turbines and solar modules. ANIL is positioning itself as a key player in India's transition to a low-carbon future.

Wilo's Contribution

Wilo India played a critical role in the plant's development by supplying high-performance pumps tailored for various applications, including water circulation, recirculation, transfer and neutralization.

Pumps Supplied

Application	Model	Flow (m ³ /hr)	Head (m)	Power (kW)	Quantity
Circulating Water Pumps	Wilo-SCPT 80-420 HA	154	60	45	2
Chiller Water Recirculation	Wilo-MISO 40-200	33	62	15	2
Service Water Transfer	Wilo-Medana CH-1 L 205	2	30	0.75	3
Neutralization Pit Pumps	Wilo-CIFAC 50	5	20	1.5	4

These pumps are engineered to meet the unique demands of green hydrogen production, including high-pressure fluid handling, temperature stability and process reliability.

Looking Ahead

The Adani Group has set an ambitious target of producing 1 million metric tons per annum (MMTPA) of green hydrogen by 2030, signalling vast opportunities for innovation and collaboration in the clean energy sector.



H2POWERPLANT – Energy transition made in Dortmund

Leading green projects in Building Services Commercial

Bhopal Metro Project

- City: Bhopal
- Segment: Building Services – Commercial
- Application Area: Metro Infrastructure
- Products Supplied: WMP Boosters – IE5 MV

Project Highlights:

- Promotes sustainable urban mobility
- Aims to reduce traffic congestion and greenhouse gas emissions
- Supports eco-friendly transportation
- IE5 motors deliver up to 20% energy savings, reducing energy consumption and carbon footprint

TATA Medical Centre, Kolkata

- City: Kolkata
- Segment: Building Services – Commercial
- Application Area: Hospital (PHE / Fire / HVAC)
- Products Supplied: NL, Helix Boosters, STS, Rexa Cut

Project Highlights:

- Designed for sustainable healthcare
- Features energy-efficient architecture, natural ventilation and rainwater harvesting
- Integrates solar energy to reduce carbon footprint
- Promotes social sustainability through Prem Ashraya
- Includes waste reduction systems and holistic design principles

BITS Pilani – KK Birla Campus, South Goa

- City: Goa
- Segment: Building Services – Commercial
- Application Area: Higher Education
- Products Supplied: WMP Boosters

Project Highlights:

- Recognized as an Institute of Eminence
- Embeds sustainability in operations, research and academics
- Focuses on energy conservation and waste recycling
- Aims to become a zero-discharge campus
- Encourages sustainable transportation and environmental stewardship

Reliance Jio Infocomm Ltd – Data Center

- City: Navi Mumbai
- Segment: Building Services – Commercial
- Application Area: Data Center (PHE / Fire)
- Products Supplied: MVI, SCP, Control Panels

Project Highlights:

- Platinum-rated Green Campus certified by IGBC
- Equipped with Thermal Storage Systems
- Features an Advanced Building
- Management System (BMS) for resource optimization
- Utilizes False Floor Air Distribution for efficient cooling
- Demonstrates leadership in sustainable digital infrastructure.

Digital Manuals via QR Codes: A Smart Step Toward

Sustainability

As part of our ongoing sustainability strategy, WILO India has eliminated the distribution of printed product operating manuals. Instead, we've introduced an innovative digital solution

QR codes printed directly on product nameplates.

By scanning these QR codes with a smartphone or tablet, customers can instantly access and download the most up-to-date operating manuals—anytime, anywhere.

Environmental Impact in 2024

This initiative has led to measurable environmental benefits:

Impact Area	Value
CO ₂ Emissions saved	6 MT
Tree Saved	52 Trees



Refurbishment of old Pumps into Energy Efficient Pumps

A remarkable transformation unfolded at our Kesurdi Plant: the old pump was upgraded to energy-efficient pumps. After months of meticulous work, the project succeeded with the revitalised pump dispatched back to the customer. This is a testament to our dedicated team's exceptional capabilities and expertise. Beyond showcasing our technical prowess, this accomplishment also aligns with our commitment to sustainability, breathing new life into a piece of equipment that had long been dormant.



Before refurbishment of old pump



After refurbishment of old pump

Quality Month Celebration – Wilo India

In November 2024, WILO India celebrated Quality Month, reinforcing our commitment to building a robust quality culture within the organization. This initiative is a testament to our sustained efforts in promoting excellence and continuous improvement in all aspects of our operations. The celebration of Quality Month at WILO India in November 2024 was a significant step towards fostering a culture of quality throughout our organization. Through initiatives like the Quality Pledge, Quality Quiz and Slogan Competition, we have not only engaged our employees but also reinforced the importance of quality in our daily operations. As we move forward, we remain steadfast in our pursuit of excellence and sustainability, ensuring that quality remains at the heart of everything we do.



Summary

- Quality Pledge
- Quality Quiz competition: 500 Participants
- Quality Poster competition: 50 Posters
- Quality Slogan competition – 102 Slogans
- Suggestions for Quality improvements – 16 Nos



Quality pledge at Kesurdi Works



Quality pledge at Kolhapur Works

Opening of “Bhagirath” Residential Learning and Development Centre at Kesurdi Site

In mid-2024, WILO proudly inaugurated the Bhagirath Residential Learning and Development Facility at our Kesurdi site. This dedicated facility serves as a hub for comprehensive learning and development opportunities for senior officials, stakeholders and employees.

Features of the Bhagirath L & D Facility: The Bhagirath facility is equipped with:

11 Executive Rooms: Providing comfortable accommodation for senior officials and guests.

Serving Kitchen: Ensuring nutritious meals for all residents.

Ganga Training Hall: A spacious hall with a capacity of 35 people, designed for interactive learning sessions.

Outdoor Group Activities: Facilitating team-building and experiential learning opportunities. This state-of-the-art facility is not only a venue for skill enhancement but also supports residential needs during business urgencies for our senior officials.

Purpose and Benefits:

The Bhagirath Residential Learning and Development Facility is a testament to WILO's commitment to sustainability and the well-being of our workforce and visitors. It serves multiple purposes:

On-Site Training Sessions: Enabling employees to participate in focused and uninterrupted learning.

Business Travel: Offering a convenient residential option for employees during business trips.

Business Meets: Providing a conducive environment for collaborative discussions and meetings.

Business Transit Residence: Serving as a comfortable stopover during business transits.

Dedicated Employee Training and Development: Enhancing skills, competencies and morale to address future business needs.

Employees have quickly recognized the Bhagirath facility for its excellent ambiance and residential learning environment. By offering a convenient and comfortable dedicated facility, WILO aims to enhance the overall experience and productivity of our team members and stakeholders.

This initiative underscores our ongoing commitment to fostering a culture of continuous improvement and development within our organization. The Bhagirath Residential Learning and

Development Facility is a pivotal step towards nurturing a skilled and motivated workforce, prepared to meet the challenges of tomorrow.

We look forward to seeing the positive impact of this facility on our employees and the broader WILO community.



Opening of new Multipurpose Hall at Kesurdi site

The inauguration of the Multipurpose Hall is a testament to our dedication to the well-being of our employees. We believe that providing access to a variety of recreational and fitness resources is essential for fostering a positive and productive work environment.

Our new Multipurpose Hall, a significant addition to our existing facilities aimed at promoting employee well-being and fostering a sustainable, active work environment.

We offered the following recreational facilities:

- Table Tennis Table
- Carrom Boards
- Punching Bag
- Tennis court
- Exercise Cable machine

We are confident that these enhancements will significantly benefit our workforce, promoting a healthier, more engaged and productive Community



Open house meeting

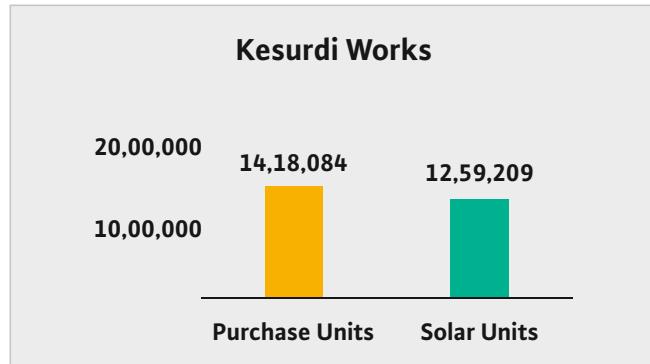
In August 2024, WILO India conducted an Open House Meeting with all employees. The primary aim of this meeting was to provide a comprehensive update on WILO India's current situation, outline expectations from every team member and welcome suggestion to help achieve the organization's objectives. The Open House Meeting was a resounding success, fostering a sense of unity and shared purpose among all employees. The leadership team expressed their gratitude for the active participation and valuable insights shared by the employee.



Environmental performances

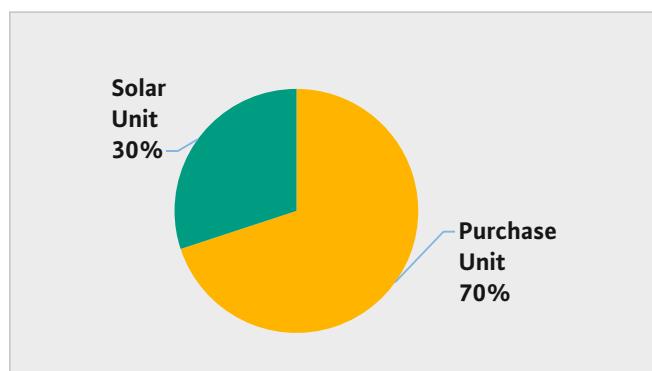
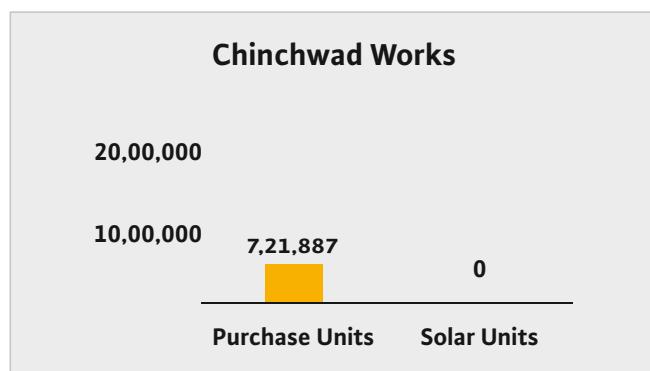
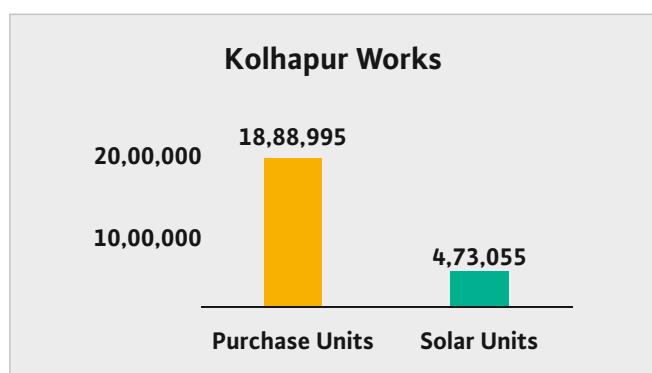
Wilo India integrates environmental performance metrics into its core decision-making processes, ensuring sustainable growth with minimal ecological impact. Our key natural capital components include raw materials for production, water and energy consumption and waste generated during manufacturing. We are committed to minimizing waste through reduction, reuse and responsible disposal practices. Waste is carefully segregated into hazardous and non-hazardous categories to ensure safe and compliant disposal. As part of our sustainability strategy aimed at achieving climate neutral production sites, we have installed solar PV electrical power generation plant at our Kesurdi & Kolhapur production sites.

Energy Consumption: For Year 202



Key Achievements

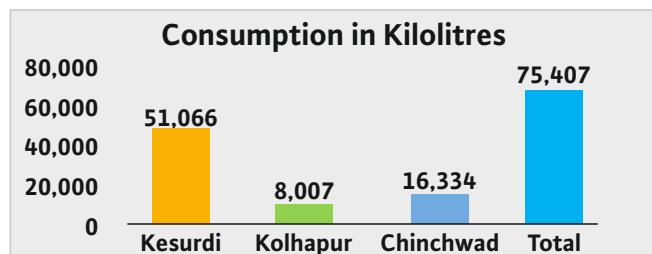
- CO₂ Emissions Avoided: By transitioning to solar power, we avoided approximately 1,420 metric tons of CO₂ emissions—comparable to the annual emissions of over 300 passenger vehicles.
- Reduced Fossil Fuel Dependence: This shift significantly reduced our reliance on fossil fuels, a major contributor to greenhouse gas emissions.
- Environmental Impact
- Tree Equivalent: The emissions avoided are equivalent to the amount of CO₂ absorbed annually by nearly 67,619 mature trees, highlighting the tangible environmental value of our efforts.



Water consumption

For Year 2024

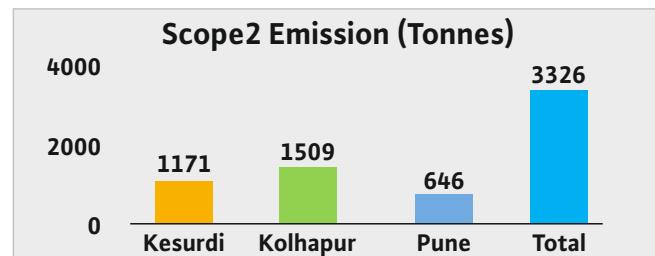
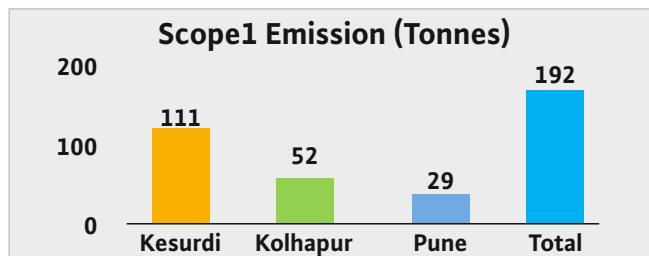
Parameter	Kesurdi	Kolhapur	Chinchwad
(a) Surface water (Open well + River water)	0	0	0
(b) Groundwater (Bore well)	0	0	0
(c) Third-party water (MIDC)	51,066	8,007	16,334
Total volume of water withdrawal (in Kilolitres) (a+b+c)	51,066	8,007	16,334
Total volume of water consumption (in Kilolitres)	51,066	8,007	16,334



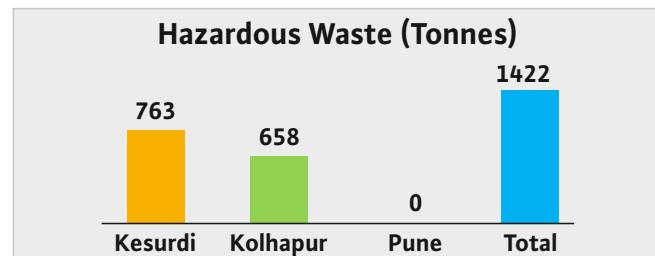
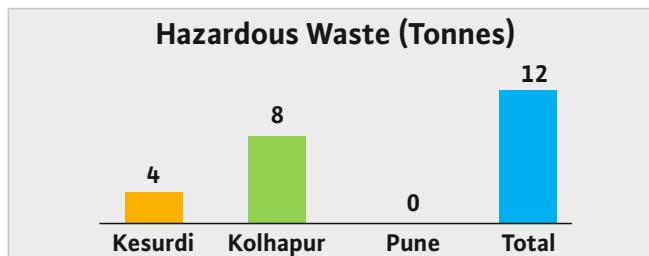
Air emissions (other than GHG emissions):

Parameter	Unit	2024
Nox	Tonnes/Year	1.12
Sox	Tonnes/Year	0.024
Particulate Matter (PM)	Tonnes/Year	0.037

GHG emissions (Scope 1 and Scope 2 emissions)



Details of Waste Management



Details of safety related incidents

Safety Incidents	2023	2024
No. of Fatalities	0	1
No of accidents/Lost time injuries	1	2
No of lost workdays related to accident	53	6020
Accident frequency rate (accidents/ 1 Mio wh)	0.79	0.18
Accident severity rate (Lost workdays / 1000 work hours)	0.01	2.93

Human Capital

Empowering People, Driving Excellence

At WILO India, we recognize that our people are the cornerstone of our success. We view human capital not just as a resource, but as a strategic driver of organizational excellence.

We are committed to creating a safe, inclusive and empowering environment where every individual can thrive. By aligning personal growth with our business goals, we help our employees reach their full potential.

Transparency and Trust

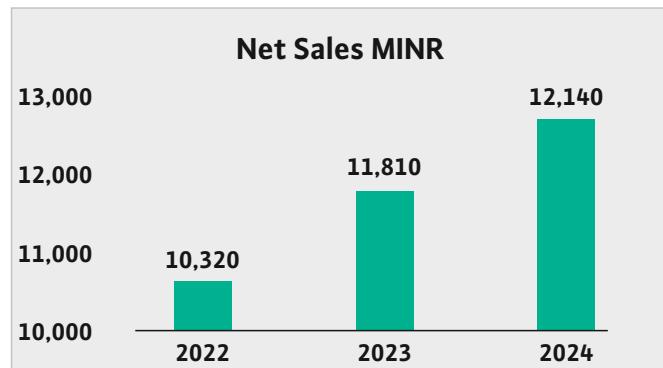
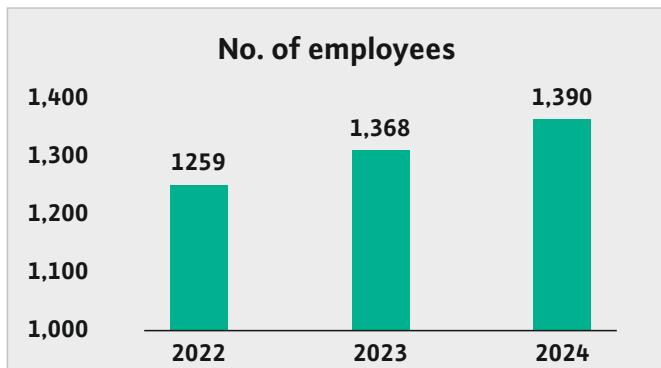
Transparency is central to our culture. We ensure timely and open communication across all levels, fostering a workplace built on trust, collaboration and mutual respect.

Values That Inspire Innovation

Guided by our core values—mutual trust, teamwork, fairness, environmental responsibility and quality—we cultivate a culture where innovation is encouraged and celebrated. We actively promote the generation and recognition of new ideas through inclusive participation.

Investing in the Future

By continuously investing in our people, WILO India is building a resilient, future-ready workforce—one that is equipped to meet the evolving needs of our industry and drive sustainable growth.



Scale of Organization

Employee

For Year 2024

Particular	Total	Male		Female	
		Nos.	%	Nos.	%
A) Officers					
Permanent	614	571	93	43	7
Other than					
Permanent	79	75	94.9	4	5.1
Total	693	646	93.2	47	6.8
B) Workmen (excluding Government Apprentice – 77)					
Permanent	368	367	99.7	1	0.3
Contract	252	250	99.2	2	0.8
Total	620	617	99.5	3	0.5

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

Details of the listed entity	Filed during the year	Pending resolution at the end of year	Remark	2023		2024	
				Filed during the year	Pending resolution at the end of year	Filed during the year	Pending resolution at the end of year
Sexual Harassment	0	0	0	0	0	0	NA
Discrimination at workplace	0	0	0	0	0	0	NA
Child Labour	0	0	0	0	0	0	NA
Forced Labour / Involuntary Labour	0	0	0	0	0	0	NA
Wages	0	0	0	0	0	0	NA
Other human rights related issues	0	0	0	0	0	0	NA

The grievance redressal mechanism is available at the manufacturing sites.

HR conducts grievance redressal meetings with the Union Committee at a set frequency.

Occupational Health and Safety programs

Key Safety Programmes

- Mock drill
- Awareness Session on 'Fire Fighting and Emergency Preparedness.'
- Certification training program on 'First Aid Training' for Emergency Response Team (ERT) Members from a Lifeline Institute.
- Industrial Safety Drawing Competition
- Safety Slogans Competition
- Safety Quiz on shop floor



National Safety Week 2024 celebration at WILO India

The theme of National Safety Week 2024 is "Focus on Safety Leadership for ESG Excellence".

The three components of ESG are Environmental, Social and Governance. Environmental impact is measured by factors such as carbon footprint, sustainability efforts, supply chain, and waste management. Social impact pertains to the effect on the local community, employee health and safety, suppliers, and customers. Governance factors examine how a company polices itself, focusing on internal controls and practices to maintain compliance with regulations, industry best practices, and corporate policies.



Employees taking Safety Oath



HR Head Guiding About Safety

Introducing a Smarter Way to Report Health & Safety Issues

At WILO we have launched a new digital platform designed to streamline the reporting of health and safety concerns. As part of our ongoing commitment to a "Safety First" culture, we've introduced QR Codes across all work areas to make reporting faster, easier and more efficient

How It Works

QR codes have been prominently displayed in each area of our facility. Employees can simply scan the relevant QR code using their mobile devices to instantly report any observed health or safety issues. This user-friendly platform eliminates paperwork and ensures that concerns are addressed promptly and effectively



Key Benefits

Efficiency: Speeds up the reporting process, enabling quicker responses and resolutions.

Accessibility: Empowers every employee to actively contribute to workplace safety.

Paperless Reporting: Supports our sustainability goals by reducing paper usage.

Enhanced Safety Culture: Encourages proactive reporting, helping us identify and resolve potential hazards before they escalate.

This initiative reflects our belief that **every voice matters** when it comes to safety. Together, let's build a safer, smarter and more sustainable workplace.

Training and Education

Our knowledge management sets targets for the levels of knowledge and skills required and accordingly work towards developing them continually. The goal is to bridge the gap between current and desired performance and meet the business requirement. Our knowledge management team creates a work environment that promotes creation, retention and use of knowledge.

We anticipate future skill-needs and prepare our employees to handle more challenging tasks. Our career development policy, cross functional projects and action learning projects are some ways used to develop the enhancement of functional, professional & personal competencies and skills of individuals.

Average Hours of Training per year per employee by gender and employee category
For Year2024

Site		Training Information		
Business Location	Gender	Training Duration (hours)	Employee Count	Average training hours
Pune	Female	1032	58	18
Pune	Male	4698.5	378	12
Kesurdi	Female	234	23	10
Kesurdi	Male	2844	357	8
Kolhapur	Female	35.5	3	12
Kolhapur	Male	4223	287	15

Training Initiatives: Behavioural Based Safety Training to workmen



The Behavioural Based Safety Training program for our workmen is a crucial step towards achieving a safer and more productive workplace. By instilling safe work practices and promoting a proactive safety culture, we aim to protect our most valuable asset—our employees. We encourage all workmen to actively participate in the training sessions and apply the lessons learned to their daily tasks. Together, we can create a safer and more secure working environment for everyone.



BITS Pilani Work Integrated Learning Programmes (WILP)

Introduction

At Wilo India, we recognize that our employees are our most asset. Investing in education and training is fundamental to our sustainable growth, ensuring that our workforce is equipped with the skills and knowledge necessary to thrive in a rapidly changing industry.

Partnership with Educational Institutions

Collaborations with esteemed institutions such as BITS Pilani provide our employees unique opportunities to pursue formal education without interrupting their careers. Programs like the Work Integrated Learning Programmes (WILP) enable our workforce to gain degrees in fields such as Artificial Intelligence, Engineering Technology, and Business Analytics.

Conclusion

Wilo India's commitment to education and training is a cornerstone of our sustainability strategy. By continually investing in our human capital, we ensure that our employees are prepared to meet future challenges and sustainably drive the company's success.



BITS Pilani
Work Integrated
Learning Programmes
(WILP)

Capacity Building and Collaboration

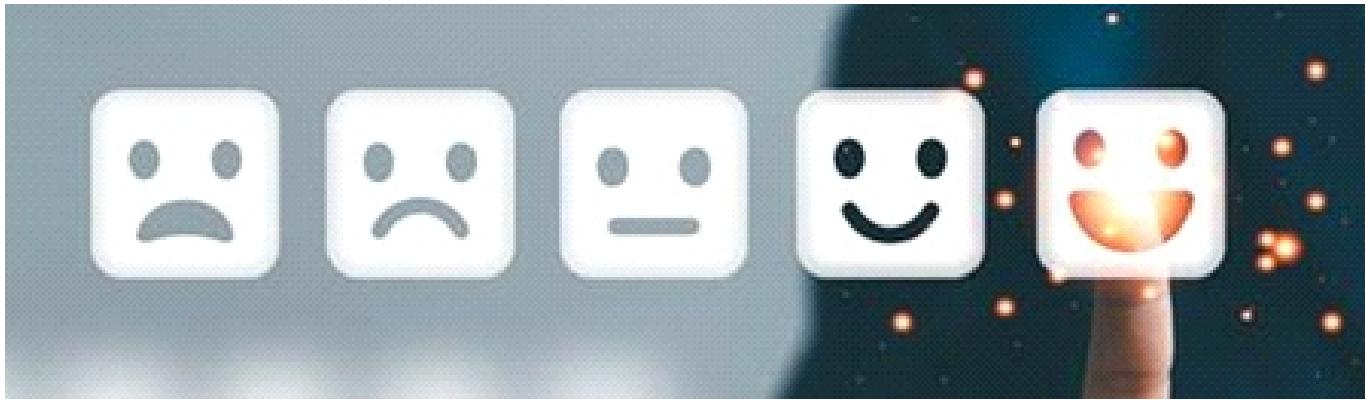
Wilo recognizes that many suppliers—particularly small and medium-sized enterprises—face resource and capability constraints. To support their sustainability journey, Wilo is::

- Providing targeted training programs on Ecovadis Certification, SMETA Audits, energy efficiency, waste reduction, and ethical sourcing, in collaboration with Duns & Bradstreet

- Enabling peer learning networks to foster knowledge exchange, shared best practices, and continuous improvement across the supply chain.



Employee Engagement Survey



A brief recap of the survey:

It was conducted to measure how employees perceive their work experience at Wilo, with a focus on employee engagement as our main KPI. We looked at topics such as development, leadership and communication to identify areas of excellence and opportunities for improvement.

By working dedicatedly to enable and inspire our employees, we can provide a great employee experience that will build the basis for Wilo's future performance and success.



Engagement

Scores equal to or above 75 indicate a great level of Engagement.



Diversity & Inclusion

Scores equal to or above 75 indicate a great level of Inclusion.



Well-being

Scores equal to or above 75 indicate a great level of Well-Being.

Employee communication meet (ECM)

In the month of January, Wilo India organised the Employee Communication Meet at Kolhapur and Pune locations.



MD addressing Pune and Kesurdi

This event serves as an engaging platform where we celebrate our achievements, discuss future goals and share important updates. Employee engagement is a key priority for this year's ECM. We believe that a motivated and engaged workforce is crucial for achieving our sustainability goals and driving the company's success.

During ECM-2024, our Managing Director, Mr. Hemant Watve, provided guidelines about the current situation and future expectations from employees. His statement includes As we navigate through the current challenges, it is imperative that



MD addressing Kolhapur employees

we remain resilient and adaptable. Our commitment to sustainability remains unwavering and we expect every employee to contribute towards our green initiatives. The company's targets are ambitious but achievable, with a focus on reducing our carbon footprint and promoting sustainable development. Each one of you plays a crucial role in this journey and your dedication and innovation will drive our success. Let's work together to

create a sustainable future for our company and community. "We host interactive Q&A panels where employees can ask questions and share their thoughts with leadership.



Question and answer session

This year's awarding is based on WILO's sustainability policy of the 3Cs: Creating, Caring and Connecting.

Creating, Caring and Connecting for Business, People, Brand Reputation, Operations, Financial Resources.

We celebrate and recognize the achievements of our employees in various domains, including sustainability efforts. An awards ceremony to honour the outstanding contributions of employees towards our sustainability initiatives



Award winner employee

Sustainable Supply Chains: Wilo's Commitment to Responsible Sourcing

In today's world of rising environmental and social accountability, Wilo is transforming its supply chains into strategic drivers of sustainability. Recognizing that suppliers significantly impact our environmental footprint, we are embedding sustainability at the core of procurement.

Our procurement team plays a key role in promoting ethical sourcing, aligned with the **German Supply Chain Due Diligence Act (LkSG)**. This law mandates companies with a strong presence in Germany and over 1,000 employees (from 2024) to implement due diligence across their supply chains, focusing on **human rights and environmental protection**.

As Wilo is directly subject to LkSG, we are committed to full compliance. Violations can result in fines up to **€8 million or 2% of global turnover** for large companies, enforced by **BAFA** (Federal Office for Economic Affairs and Export Control).

To mitigate risks, Wilo has integrated **sustainability ratings** into supplier onboarding and evaluation. We require **EcoVadis certification** and monitor compliance through the **SAP Ariba SLP system**, ensuring transparency and accountability across our supply base.

This approach strengthens our commitment to responsible business practices and a more sustainable future.

Equality and Diversity Human Rights

To demonstrate our commitment to the fair treatment of employees, we focus on the following eight areas important to social accountability in the workplace.

1. Child Labour
2. Forced or Compulsory Labour
3. Health and Safety
4. Freedom of Association and Right to Collective Bargaining
5. Discrimination
6. Disciplinary Practices
7. Working Hours
8. Remuneration

Employee benefits:

WILO India has covered employees in various group insurance policies and exclusive benefits plans.

- Group Mediclaim Insurance Policy with ₹4 Lakhs per year (Family floater).
- Group Personal Accident sum insured: minimum ₹5 Lakhs and maximum ₹20 Lakhs.
- Group Term Life Insurance: ₹15 Lakhs or 3 times the Annual CTC, whichever is higher.
- Voluntary Corporate National Pension Scheme (NPS)
- Voluntary Superannuation Fund.

Social and relationship capital

Stakeholder Engagement and Social Responsibility at Wilo India

At Wilo India, we view our relationships with key stakeholders as vital to our continued success. We actively foster these relationships through consistent engagement and strategic partnerships with shareholders, customers, employees, channel partners, suppliers, society, financial institutions and government bodies.

As a responsible organization, we are committed to contributing to economic, social and environmental development, aiming to create a lasting positive impact on society.

Customer Health, Safety and Privacy

Customer health, safety and privacy are fundamental priorities in the design and delivery of our products and services. Safety considerations are integrated at every stage—from design to commissioning. To mitigate health and safety risks, Wilo India provides comprehensive operation and maintenance manuals and conducts training programs for customer personnel. Our products are clearly labeled with all necessary information.

In 2024, there were no reported incidents of non-compliance with regulatory or voluntary codes related to product health, safety, or labeling. Additionally, we received no complaints regarding breaches of customer data or privacy.

Supplier Social Assessment

We extend our commitment to ethical business practices across our supply chain by promoting fair working conditions and sound environmental practices. We seek to collaborate with partners who share our values, particularly in upholding human rights, labor standards and workplace safety.

Community Engagement

Wilo India regularly conducts societal perception surveys to better understand community needs. Based on these insights, we implement targeted initiatives to support local development. In 2024, our community-focused activities included:

- Tree plantation drives
- Financial assistance for infrastructure development in nearby schools
- Donation of water filters

Educational and Long Service Award Function

Introduction

At Wilo India, we believe in the power of recognizing and celebrating the dedication and achievements of our workforce and their families. The Educational and Long Service Award Function embodies our commitment to nurturing strong social and relationship capital within the company, fostering a sense of belonging and community.

Honouring Dedication

Long Service Awards:

This year, we will be recognizing our dedicated workmen who

have completed 15 and 20 years of exemplary service with Wilo India. Their commitment and hard work have been integral to our success and growth.

Celebrating Academic Excellence

Educational Awards:

We have celebrated the achievements of employees' children who have excelled academically and in extracurricular activities. Recognizing their success not only supports their educational journey but also strengthens the bond between Wilo India and its families.



CSR Initiative

Mr.Nitin Asalkar(Head-HR)

Addressing student.

WILO provided 18 E-Learning system (TV Screen for the classroom) to the Maharashtra Education Society's English Medium school, Kesurdi.

There 1100 students studying in 1st to 12th standards.

This is the first school in the Kesurdi rural area whereas these E- Learning systems are available now.



CSR - Chemotherapy ICU Recovery Ward

CSR Partner – Wilo

4 ICU Recovery rooms donated and installed with help of our Esteemed CSR partner

Project Cost: 2 MINR

CSR – Medical Equipment at Indira Gandhi Maternity Home, Old Sanghvi

- Karl Storz Single Chip Camera Console + 26 Inch Monitor
- Co2 Insufflator 40l With Warmer Make: Diamond.
- Led Light Source With Fibre Optic Cable
- Monitor Trolley Full Set



CSR – Flood Relief Campaign

Kolhapur and Sangli were severely affected by floods in the month of August. A team of 25 WILO employees was deputed to Kolhapur amidst the terrorizing floods. 30 WILO dewatering pumps and generators were used to remove water from clogged basements. After dewatering the ground floor of a building, the WILO KW team prepared for further flood relief work. The KW team installed a pump set at a building where water was clogging. As part of this campaign, a total of 15+ institutions were dewatered, including hospitals, government offices, apartments, and temples. Approximately 1.5 crore litres of basement water was removed. The efforts of the WILO team were appreciated by KDMG and the Hon'ble Collector of Kolhapur.



The WILO KW team is getting ready for flood relief work.



After dewatering the ground floor of the building. KW team installing a pump set at a building where water is clogging.

CSR – Donation for Girl's Hostel at Shivaji University, Kolhapur

As part of Corporate Social Responsibility initiatives, WILO has donated a cheque of 1.3 MINR to Shivaji University, Kolhapur. The said amount will be used to their initiative to build Girl's Hostel. The function was made on 19th March 2024. The Vice Chancellor and Pro VC expressed their gratitude towards WILO India's Managing Director, Mr. Hemant Watve, handed over a cheque of 1.3 MINR. WILO's management for this valuable support.



WILO India's Managing Director, Mr. Hemant Watve, handed over a cheque of 1.3 MINR.

CSR- Flood Control System to Sangli Villages

WILO India donated 4 Flood Control Systems to Burli, Bhilwadi, Pundi and Ankalkhop – Villages of Sangli District under its Corporate Social Responsibility.



CSR – Flood Control System to KMC

Wilo India aimed to help the City of Kolhapur and around area by donating 4 Nos. flood control system under its Corporate Social Responsibility.

The formal handover function done in the presence of Hon'ble guardian minister of Kolhapur Mr. Satej Patil, Mr. Milind Khare, Plant Head and Mr. Vijayanand Sontakke, Dy. Plant Head and Rotarian from Pune and Kolhapur.



CSR – Donated Wilo-Si-Filt-Ultra to Kaneri Math

Under the Company's CSR activities, we installed WILO-Si-Filt-Ultra (Water Kiosk) at Kaneri Math. The event was graced by the presence of Mr. Hemant Watve, CMD, Mr. Nitin Asalkar, VP HR, Shri Kadsidheshwar Swami and other dignitaries.



Drawing and Elocution Competition

We organised Drawing and Elocution competitions for employees' children in various age groups. Total 90 children were participated in these competitions. Also arranged funny games in various age group i.e. Lemon and spoon and musical chairs. Arranged expert guidance to



Blood Donation Camp

As a part of sustainability, every year we are organising blood donation camp in our premises with association with Arpan Blood Bank, Kolhapur. This year on 6th June 2024 blood donation camp was arranged. Total 188 Employees donated blood.



World Environment Day Celebration

We celebrated World Environment Day with Theme "Land restoration, desertification and drought resilience" on 5th June 2024. It brought together participants from various backgrounds to actively contribute towards environmental conservation. The event not only increased awareness about the importance of trees but also provided an opportunity for individuals to make a tangible impact on the local ecosystem.



the children – We invited Ms. Deepali Katgar, a ZP teacher and State–Level Assessor for Elocution Competition. Winners were awarded with gifts by the Chief Guest and Dy. Plant Head.



International Yoga Day

Organised YOGA / Meditation to all Officers on International Yoga Day – 21st June 2024. Mr. Anurag Tambe and Mr. Navnath Petkar guided us on benefits of Yoga and Meditation in our day-to-day life.



Such initiatives are crucial in promoting a sustainable future and ensuring the well-being of our planet. We planted more than 200 trees inside company premises. Also, we conducted various eco-friendly activities i.e. Oath taking, Slogan Competition, Drawing and Elocution Competition."



TERRE Envirothon Run for Environment

TERRE Envirothon is not just a run but a cause with a serious commitment to encourage action and awareness to promote environmental protection and sensitize people of all age groups. This run is a realization of our personal responsibility to save the ecology and biodiversity around us.

It is a platform for all generations to understand that small actions can contribute to larger causes.

Worldwide, 5th June is celebrated as "World Environment

Day." To celebrate this occasion, TERRE is organizing a marathon in Pune on 2nd June 2024.

WILO India encourages employees to participate and will pay marathon fees for WILO employees and their family participants.

Theme: "RUN FOR ALL, RUN FOR ENVIRONMENT."

TERRE Foundation will plant a tree for every runner and take care of their survival.

Tree plantation drive in the Western Ghats and water conference in Pune



Conference at MIT-WPU, Pune (22 October 2024)

An all-day conference was held at MIT World Peace University, Pune, organized by TERRE Policy Centre in collaboration with the Global Nature Fund (GNF). Attendees included Evi Hoch and David Holten from the Wilo-Foundation, WILO India MD Hemant Watve and the WILO India management team.

Opening Ceremony: Led by Dr. Vinita Apte (TERRE), Evi Hoch and Hemant Watve.

Participants: 70 attendees including students, academics and industry experts.

Key Presentations:

- Wilo-Foundation's global and Indian initiatives, including the Water Quality Centre at Vishwakarma University, Enactus National Cup India and the Nanhi Kali girls' education project.
- Hemant Watve presented WILO's new sustainability strategy and smart water infrastructure solutions.
- Jasmin Rose Mundackal (Hof University) and Prof. Günter Müller-Czygan presented the SPORE project, highlighting its relevance to India's climate resilience.

The day concluded with networking, a university tour and a meeting with the rector.



Tree Plantation Drive – Western Ghats (23 October 2024)

The Wilo-Foundation and WILO India teams participated in a tree plantation drive near Kesurdi, led by TERRE Policy Centre and GNF.

Project Scope:

- 4 nurseries across 7 villages in Maharashtra and Karnataka
- 55,000+ tree seedlings planted to restore 70 hectares of degraded forest
- Funded by BMZ and Wilo-Foundation
- Impact: Supports biodiversity, carbon capture and water storage in the Western Ghats
- Activities: WILO employees planted trees and visited the Tribal Museum, promoting traditional forest knowledge and sustainability.

WILO India Inter-Department Sports Tournament

Event Overview

The WILO India Inter-Department Sports Tournament 2024 was a vibrant celebration of teamwork, talent and sportsmanship. Held across Pune, Kolhapur and Kesurdi, the event brought together employees from various departments and locations, fostering unity and camaraderie.

Women's Participation

A milestone moment was the debut of two women's teams, each with 11 players, coached by Ms. Kirti, an under-17 Maharashtra coach. Their spirited participation added diversity and energy to the tournament.

Cricket Tournament Highlights

Kolhapur Final: WILO Lion Kings defeated Wilo Ratan

Pune Final: Royal defeated Bhagirath XI

Overall Champion: WILO Lion Kings

Runner-Up Match: Bhagirath XI claimed the group runner-up title

Other Sports Events

Inter-department Carrom and Chess tournaments were also held, drawing enthusiastic participation and showcasing strategic thinking and precision.

Awards & Recognition

22 Individual Performance Awards

Category Awards: Best Batsman, Bowler, Wicket Keeper, All-Rounder, Man of the Match

Fair Play Trophy: Team Legend Killer (Kolhapur)
Team Dhadakebaaz (Pune)

Prize Distribution Ceremony

The grand prize distribution ceremony was held at the cricket ground, beginning with the National Anthem to instill pride and unity. The event was attended by senior leadership and union representatives.



Customer and Supplier relationships

Elite Dealer Connect 2024 at Mahabaleshwar

Wilo Elite Dealer Connect – 2024 event held at Courtyard by Marriott, Mahabaleshwar, brought together a diverse array of Wilo India Elite Dealers from across the country, fostering an environment of collaboration, innovation and partnership. Participants toured the Wilo India's newly inaugurated best-in-class manufacturing facility at Kesurdi which provided them with the opportunity to engage in meaningful discussions, exchange industry information and learn about the latest innovations in product portfolio of Wilo.



The scenic backdrop of Mahabaleshwar offered a perfect setting for productive discussions and memorable experiences.

As we reflect on the success of the **Wilo India Elite Dealer Connect 2024** event, we extend our gratitude to all attendees for their active participation and contributions. We look forward for more such collaborative opportunities for driving mutual success in the future.



Throughout the event, participants were treated to informative presentations by key Wilo Executives, highlighting the company's strategic vision, market insights and upcoming initiatives. Additionally, interactive workshops and networking sessions provided an opportunity for all attendees to connect, share best practices and build valuable relationships. Later after the day's activity it was beautiful evening with award ceremony where Elite Dealers were recognized for their excellent performance followed by performance by celebrity Bollywood singer and his troop.



Wilo India Sustainability Conclave 2024: Industry Leaders Unite to Tackle Environmental

Challenges

In a bid to tackle environmental challenges globally, "The Wilo Sustainability Conclave", a significant event organized by the German Engineering Federation (VDMA) in partnership with Wilo Mather and Platt Pumps. This conclave brought together key figures from industry, government and academia to address some of the most pressing environmental issues of our time, with a focus on energy efficiency and sustainable resource management. The event was marked by the arrival and registration of guests, followed by a series of impactful addresses and discussions. Rajesh Nath, Managing Director of VDMA India, opened the evening with a warm welcome, underscoring the importance of sustainable practices for future generations. Georg Enzweiler, Minister and Deputy Chief of Mission at the German Embassy in New Delhi, delivered a special address, highlighting the critical need for international cooperation in combating climate change.

Adding to the significance of the event, Mr. Deepak Mhaisekar, IAS, former Divisional Commissioner of the Government of Maharashtra, shared his valuable perspectives on the role of policy in driving sustainability.



Mr. Hemant Watve Managing Director Wilo India receiving award from Georg Enzweiler, Minister and Deputy Chief of Mission at the German Embassy in New Delhi.



The panel, moderated by Rajesh Nath, featured notable experts including Mr. Gurmit Singh, President of the Indian Plumbing Association, Mr. Kiran Acharya, Managing Director of Sandvik India,

Dr. Ravindra Utgikar, Vice President Corporate Strategy at Praj Industries and Mr. Saurabh Kamdar, Associate Partner at KPMG.

The discussion provided a platform for sharing cutting-edge strategies and best practices in energy efficiency. The conclave concluded with an engaging Q&A session, followed by closing remarks from Hemant Watve, Managing Director of Wilo Mather and Platt Pumps.

A standout moment of the conclave was the presentation by Mr. Georg Weber, Chief Technology Officer at WILO SE. He detailed Wilo's innovative initiatives aimed at reducing environmental impact, showcasing the company's leadership in sustainability. The evening's centerpiece was a dynamic panel discussion on "Energy Efficiency: Innovations and Best Practices for Reducing Energy Consumption.



Dhaka International Textile & Garment Machinery Exhibition (DTG 2024)

At DTG 2024 WILO was among the international technology providers showcasing advanced solutions for the textile and garment industry in Bangladesh.

WILO presented its industrial pump systems tailored for:

- Textile dyeing and finishing processes
- Efficient water management
- Cooling and heating systems in textile plant.

WILO emphasized its commitment to sustainable water solution.

IEW – India Energy Week 2024

WILO emphasized its commitment to sustainable water use and energy savings, aligning with the textile sector's push for greener manufacturing. The textile industry in Bangladesh is increasingly adopting automation and sustainable technologies to remain competitive globally. WILO's participation reflects the growing demand for high-performance, eco-friendly infrastructure in textile manufacturing.

WILO India participated in second edition of India Energy Week in February 2024 in Goa , India.



Inaugurated by the Hon'ble Prime Minister of India, Shri Narendra Modi, India Energy Week 2024 transformed into a global meeting place for the energy industry. Emphasizing India's unwavering commitment to the energy sector, the Hon'ble Prime Minister of

India, Shri Narendra Modi invited the world to invest in India's significant energy expansion.

Across the exhibition floor, more than 400 exhibiting companies including WILO India from the entire energy value chain showcased technologies and services that are shaping the future of energy whilst sharing valuable insights, forging meaningful partnerships and generating new business.

Alongside the exhibition, the India Energy Week conferences attracted over 4,000 delegates and featured more than 350 speakers including ministers, CEOs, global business leaders and technical experts, facilitating in-depth discussions on the evolving energy landscape while sharing expertise and fostering collaboration.



Wilo Southeast Asia meets Wilo India for Regional Meeting

In July 2024, Management Team of Sales Area Southeast Asia met in India Pune & Kesurdi for their Regional meeting.

The First day was dedicated to interaction with WILO India Team and updates from WILO India with respect to business and new manufacturing facility.

Second day was filled with Business Review presentations of

our SEA countries Malaysia, Indonesia, Vietnam, Singapore, Taiwan, Thailand and the Philippines.

On day Three, Ms. Eva Kerstholt, Group Director Sales Area Southeast Asia also visited WILO India'S Kolhapur Plant and Foundry.



The 30th Indian Plumbing Conference.

Indian Plumbing Conference (IPC) is the national conference of the Indian Plumbing fraternity organized by the Indian Plumbing Association at different cities across the country as part of IPC, seminars, exhibition, technical symposium etc, are held to educate and share knowledge on latest products, installations and technologies for the benefit of members and general public.

IPC has helped provide a common platform for professionals of plumbing and related sectors. Since its inception in 2003, 29 such conferences and seminars have been successfully organized with thousands of visitors, across the country. Themes of the conferences and seminars are related to prevalent trends and issues in the industry. These conferences have become a must attend for professionals from building services and building community. IPC has

established itself at a popular forum to exchange information and ideas, inviting active participation from domain experts and audiences, across the globe.



WILO Shines at IFAT India 2024: Showcasing Sustainable Solutions and Innovations

A fantastic achievement for WILO India at IFAT India 2024! Showcasing our sustainable and future-proof water, fertigation and wastewater solutions to thousands of visitors is a great accomplishment.

It's impressive that our booth was divided into multiple areas to highlight different solutions, such as clear water, fertigation and wastewater. Additionally, providing a dedicated space for Likutech - Abionik, our environmental technology provider, shows a commitment to collaboration and knowledge exchange.

The introduction of the WILO-Actun ZETOS, (Shroud Booster) a highly efficient pump system made of stainless steel, demonstrates our dedication to addressing challenging environments. Its ability to handle water with sand content and operate in saltwater opens up possibilities for various applications, including pressure shroud boosting, drinking water supply and irrigation. The pump's high efficiency and cost-effectiveness make it an attractive solution for water management. The WILO Agricultural Solutions, an advanced automation platform for irrigation and fertigation, is another impressive addition. Enabling precise control over water and

nutrient delivery, this system helps farmers increase productivity while minimizing resource consumption. The cloud-based monitoring, automatic regulation of water conductivity and pH levels and solar-powered irrigation options make it a comprehensive and sustainable solution.

The fact that over 500 customers visited our booth is a testament to the interest and demand for our intelligent products, systems and solutions. Direct interactions with partners and customers undoubtedly provided valuable insights and opportunities for collaboration. Capturing trade show contacts for contractors and consultants is a great way to expand our network and foster exciting exchanges. It shows that our sales team is proactive and ready to capitalize on the connections made during the event.

With the success of IFAT 2024, we have established a strong foundation for future endeavours. Looking forward to IFAT 2025, where we will have the opportunity to showcase even more innovative solutions and continue building valuable connections in the water, wastewater, waste and raw material industry.



Engineering Conference South Asia, Marriot, Goa

WILO India was invited as one of the speakers to showcase the WILO's commitment towards Environment, Sustainability and how WILO products makes a difference towards the Globalization and market demand.

Mr. Manoj Bafna, AVP – International Sales & Mr. Vinod Powar, AVP – Building Services – Commercial represented WILO at the event.

WILO India has also participated in Panel discussion along with M/s Schneider Electric, Ecotech, Marine electricals, QUENCH etc.



ICC World Cup Qualifier Match - Sri-Lanka Vs Zimbabwe

WILO India along with Hayleys Fentons -our Srilankan Channel partner had an opportunity to present “Man of the Match” award to Wanindu Hasaranga of captain of Srilanka team during one day international match between Sri-Lanka and Zimbabwe at Premadasa stadium Colombo in January



Mr. Manoj Bafna is awarding the Man of the Match.

International Sales Business Workshop and Team Building Panchgani, Satara, India

International Sales team came together for an incredible team-building activity that was both fun and productive. From engaging games to collaborative challenges, team strengthened their bonds and enhanced teamwork skills.

Highlights included:

Interactive Workshops: Team learnt new strategies for effective communication and problem-solving.

Outdoor Activity: An eye-opening activity with blindfolded Eyes that had all members working together to find loose ends and complete tasks.

Creative Sessions: Brainstorming and innovation exercises that sparked fresh ideas and perspectives.



Festival Celebration

The Khandenavmi Pooja celebrations held at our Kesurdi facility in October 2024 were a resounding success. This event brought together employees, management to celebrate and honour our cultural traditions, fostering a sense of community and togetherness within the organization.

The celebration commenced with the traditional Khandenavmi Pooja, performed by a local priest, invoking blessings for prosperity and well-being.

The celebration provided an opportunity for employees to interact with one another outside of the work environment, strengthening bonds and promoting a sense of unity.



A Glossary of Terms

AMEA:	Asia, Middle East and Africa
MINR:	Million Indian Rupees
CIN:	Corporate Identity Number
CSR:	Corporate social responsibility
SR:	Sustainability report
QHSEE:	Quality, Health, Safety, Energy & Environment

OEM:	Original Equipment Manufacturer
KWp:	Kilowatt Peak
LEED:	Leadership in Energy and Environmental Design
USGBC:	U.S. Green Building Council
ESG:	Environmental, Social, and Governance

AI:	Artificial Intelligence
IoT:	Internet of Things
PV:	Photo voltaic
HVAC:	Heating, Ventilation and Air Conditioning
QR:	Quick Response
GHG:	Greenhouse gas

Pioneering for You

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