

## GRI Disclosure Report - Sustainability Report 2025

### *Transparency & Reporting as per GRI Core Option*

- STATEMENT OF USE

Innovassynth has reported the information cited in this GRI report for the period 1ST January 2024 to 31st December 2024 with reference to the GRI Standards

- GRI CONTENT INDEX

This entire report is aligned with GRI Standards and their relevant Disclosures. Relevant information pertaining to GRI disclosures is easily traceable. Hence, separate GRI content index is not required.

- INNOVASSYNTH delivers comprehensive, high-quality and consistent environmental, social and governance reporting, providing clarity and details about material sustainability topics for its customers, employees , suppliers and other stake holders as a tool for communication and engagement and to drive progress.

- Management of INNOVASSYNTH is responsible for the completeness, accuracy and validity of the disclosures referenced or included in the GRI Disclosure report for the period of 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024.

- Management is also responsible for the collection, quantification and presentation of the information which management believes provide an objective basis for measuring and reporting on the disclosures.

## GRI Disclosure Report - Sustainability Report 2025

### Organizational details

2-1 Legal name **Innovassynth Technologies (India) Limited**

2-1 Nature of Ownership & Legal Structure **Public Limited Company**

2-2 Location of headquarters **Old Mumbai- Pune Road, Khopoli, Raigad, 410207**

2-1 Countries of operations **INDIA**



### General Disclosures

2-2 Entities included in the organization's sustainability reporting **Innovassynth Technologies (India) Limited**


## GRI Disclosure Report - Sustainability Report 2025

2-3	Reporting period, frequency and contact point	Reporting Period - 1st January 2024 to 31st December 2024 , Frequency – Annual reporting Contact – secreterial@innovassynth.com
2-4	Restatements of information	Not applicable as this is first report
2-5	External assurance	Not obtained
Activities & Employees		
2-6	Activities, value chain and other business relationships	please refer our website <a href="https://www.innovassynth.com/offerings-innovations/">https://www.innovassynth.com/offerings-innovations/</a>
2-7	Employees	Director → 5 (Male), 0 (Female), Manager → 34 ( Male ), 3 ( Female ) All → 223 (Male) , 25 (Female),
2-8	Workers who are not employees	0




## GRI Disclosure Report - Sustainability Report 2025

### Governance

2-9	Governance structure and composition	<p>Board of Directors</p> <ol style="list-style-type: none"> <li>1. Hardik Mahesh Joshipura</li> <li>2. Prosenjit Prasanta Gupta</li> <li>3. Viren Rajan Raheja</li> <li>4. Krishnarajanagar Ganesh Nagappa</li> <li>5. Akshay Rajan Raheja</li> </ol> <p>Company Secretary – Asifa Shaikh</p>	
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2-10	Nomination and selection of the highest governance body	Done as per company's act	
2-11	Chair of the highest governance body	Mr. Prosenjit Gupta	
2-12	Role of the highest governance body in overseeing the management of impacts	<p>The Company management consults with stakeholders to determine and strategize actions on management of impacts.</p> <p>Regular board meetings are done to discuss governance mechanism and further improvement plans</p>	

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2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> <li>– The Board delegates responsibility for managing the organization’s impact through ensuring the correct leadership is in place.</li> <li>– Sustainability Team of the Company presents updates to the Board or its relevant committees at least annually</li> </ul>
2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> <li>– The Board of Directors and the Management Board pursue a long-term Strategy which is presented in the à Foundations for success.</li> <li>– The Board of Directors is responsible for and controls the implementation of the corporate strategy.</li> <li>– The Sustainability team reports regularly to the Board of Directors on the impacts, risks and opportunities of environmental and social topics. Sustainability goals and their attainment are reviewed and approved by the Board of Directors.</li> </ul>



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2-15	Conflicts of interest	of	<ul style="list-style-type: none"> <li>– The company's Conflicts of Interest Policy requires employees to disclose actual or potential conflicts of interest in a variety of categories,.</li> <li>– Each disclosure is reviewed by the company's Ethics and Compliance Group and disclosed to the employee's manager.</li> <li>– Conflict disclosures are escalated within the company, including the Board of Director as necessary to effectively eliminate or mitigate the conflict.</li> <li>– A "conflict of interest" can occur when a director's personal interest is adverse to – or may appear to be adverse to – the interests of the Company as a whole.</li> <li>– Conflicts of interest also arise when a Director, or a member of his or her immediate family, receives improper personal benefits as a result of his or her position as a director of the Company</li> <li>– Directors may not accept compensation (in any form) for services performed for the Company from any source other than the Company.</li> <li>– Directors may not accept gifts from persons or entities who deal with the Company in those cases where any such gift has more than a nominal value or where acceptance of the gifts could create the appearance of a conflict of interest.</li> <li>– Directors may not use Company assets, labor or information for personal use unless approved by the Chair of the Board of Directors, by the Chair of the Nominating and Governance Committee or as part of an approved compensation or expense reimbursement program.</li> </ul>	
2-16	Communication of critical concerns		<ul style="list-style-type: none"> <li>– Communication is done through Board of Directors, Audit committee, Compensation committee</li> <li>– No critical concern is identified during disclosure period.</li> </ul>	

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2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> <li>– The Board's Nominating and Corporate Governance Committee provides oversight of the Company's environmental, social, and governance (ESG) initiatives through frequent reviews of progress.</li> <li>– These reviews include assessments of ongoing efforts related to climate change, global supply chain compliance, diversity and inclusion (D&amp;I), and product sustainability, among other issues.</li> <li>– To Monitor and review the competitiveness of the Company's existing, new and emerging technologies, and other innovations and trends that will permit the Company to strengthen its brands, enhance customer experiences, and achieve profitable growth for all and to build a better world</li> </ul>
2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> <li>– Innovassynth's success is based on the fact that the Board of Directors and Management Board adopt a long-term perspective.</li> <li>– Sustainability aspects are an integral element of this performance evaluation. Because these issues are integrated into Innovassynth's business model, there is no separate formal process for evaluating the performance of the Board of Directors in these respects.</li> </ul>
2-19	Remuneration policies	<ul style="list-style-type: none"> <li>– Our Remuneration policies are complying with applicable laws and regulations</li> </ul>





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				To determine remuneration we ensure & follow :
2-20	Process	to	determine	— i. whether independent highest governance body
	remuneration			members or oversees the process for determining remuneration;
				— ii. how the views of stakeholders regarding remuneration are sought and taken into consideration
				— iii. whether legal requirements are considered
2-21	Annual	total	compensation	— Considered as confidential for disclosure
	ratio			



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### Strategies, Policies and practices

2-22

Statement on sustainable development strategy

At Innovassynth, we understand that the chemical industry serves as a catalyst for innovation across multiple sectors, while also carrying a significant responsibility to reduce environmental and societal impacts. Our approach to sustainable development is grounded in the conviction that long-term success hinges on delivering advanced chemical solutions that respect ecological limits and promote social well-being.

We are dedicated to advancing a circular, low-carbon, and inclusive future by integrating sustainability into every link of our value chain—from sourcing raw materials and designing processes to product stewardship and end-of-life management.

Aligned with the United Nations Sustainable Development Goals (UN SDGs), we aim to:

- **Embed sustainability into innovation,** emphasizing green chemistry, energy conservation, and the development of safe, responsible products.



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- **Operate with integrity**, upholding the health and safety of our workforce, customers, and the communities we serve.
- **Promote circular practices**, minimizing waste through recycling, reuse, and the adoption of renewable raw materials.
- **Advance climate action**, working toward net-zero emissions guided by science-based targets.
- **Foster transparent partnerships**, collaborating with stakeholders, suppliers, and regulators to build trust and co-create meaningful solutions.

This commitment shapes our Environmental, Social, and Governance (ESG) strategy and reporting, in alignment with the GRI Standards, and drives our mission to achieve performance with purpose.

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2-23	Policy commitments	<p>Our vision for the future is to modernize our operations through next-generation cutting-edge and path-breaking environment initiatives that leave a positive footprint for future generations.</p> <p>We have started our journey to enhance our EHS operations through “Parivartan for Suraksha” initiative, aiming for Zero Harm.</p> <p>We are moving towards green chemistry that opens unlimited possibilities to contribute to our environment</p>
2-24	Embedding policy commitments	<p>The oversight responsibility of the Board and its committees is supported by Company management and the risk management processes These include:</p> <ul style="list-style-type: none"> <li>– Statutory compliance is the bare minimum that we do. Nurturing the society that we operate in and thereby the environment, is an integral part of our long-term sustainable business strategy.</li> <li>– At every basic level of our operations, we take the utmost care to secure the safety of every member of our extended family.</li> <li>– Right from procurement to final dispatch, every stage of our operations is governed by meticulously designed protocols that secure the safety of our men and environment.</li> <li>– We follow a stringent Environment Management System (EMS) and OHSAS. We have installed state-of-the-art pollution prevention facilities to ensure that the destructive potential of the by-products of our operations is completely neutralized.</li> <li>– Our Effluent Treatment Plant ensures there is a Zero Liquid Discharge (ZLD) from our operation.</li> <li>– Our sewage treatment plant, i.e., STP ensures our sewage is thoroughly filtered, biodegraded, re-filtered, tested, and recycled. Our Occupational Health Centre i.e. (OHC), defines and monitors the health standards of our employees, contract partners, and visitors.</li> </ul>

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2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> <li>Our compliance policies are designed to ensure that people can confidentially report known or potential violations of our policies.</li> <li>Team members can report violations directly to Human Resources or the Legal department.</li> <li>Violations can be reported using contact numbers or email which allow for anonymous reporting.</li> </ul>
2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> <li>A cross-functional committee reviews allegations and oversees any investigations and subsequent corrective or disciplinary actions.</li> <li>This can include reporting violations related to human rights , Governance and environmental issues</li> </ul>
2-27	Compliance with laws and regulations	<ul style="list-style-type: none"> <li>In reporting period , We have not received any notice from any legal court of law.</li> <li>No fines were paid during reporting period.</li> </ul>
2-28	Membership associations	<ul style="list-style-type: none"> <li>United Nations Global Combat (Ungc) New York USA</li> <li>Chemexcil Mumbai India</li> <li>National Safety Council Navi Mumbai India</li> <li>International Society Of Nucleosides, Nucleotides And Nucleic Acids (IS3NA)</li> <li>Oligonucleotide Therapeutics Society (Ots) Massachusetts USA</li> <li>Mumbai Waste Management Ltd. Mumbai India</li> </ul>



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2-29	Approach to stakeholder engagement	<p><b>Engagement Strategy:</b> Set vision and level of ambition for future engagement, and review past engagements.</p> <p><b>Stakeholder Mapping:</b> Define criteria for identifying and prioritizing stakeholders, and select engagement mechanisms.</p> <p><b>Preparation:</b> Focus on long-term goals to drive the approach, determine logistics for the engagement, and set the rules.</p> <p><b>Engagement:</b> Conduct the engagement itself, ensuring equitable stakeholder contribution and mitigating tension while remaining focused on priorities.</p> <p><b>Action Plan:</b> Identify opportunities from feedback and determine actions, revisit goals, and plan next steps for follow-up and future engagement</p> <p>—</p>	
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2-30	Collective bargaining agreements	Not applicable
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### Material Topic

3-1  
Process to determine material topics

#### Step 1. Understand the company's context

In this step, we create an initial high-level overview of its activities and business relationships, obtain an understanding of the sustainability context in which these occur, and prepare an overview of its stakeholders.

#### Step 2. Identify actual and potential impacts

In this step, we identify our actual and potential impacts on the economy, environment, and people, including impacts on human rights.

#### Step 3. Assess the significance of the impacts

Following the step 2 we identify many impacts on which to report. When using the GRI Standards, we assess the significance of our identified impacts and prioritise those that represent its material topics.

#### Step 4. Prioritise the most significant impacts for reporting

In this step, to determine its material topics for reporting we prioritise our impacts based on its significance



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3- 2	List of material topics	<b>Environment</b>
		— Energy consumption, Water Management, GHG Emissions, Waste Management, Customer Health & Safety
		<b>Social</b>
		— Occupational health and safety, Diversity – equality – inclusion, Training and skill upgradation, Human rights, supplier capacity building
3- 3	Management of material topics	<b>Governance</b>
		— Governance policies and accountabilities, Information security, Bribery & corruption, Transparency , Money Laundering, Conflict of interest, Fraud, Anti competition
		How we manage each material topic is mentioned in respective disclosure sections



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### Climate change and Energy Transition

3-3	Management of material topics	As climate change accelerates, chemical companies face a range of risks that could affect operations, supply chains, regulatory compliance, financial performance, and long-term resilience. Recognizing and preparing for these risks is essential to ensure business continuity and to meet growing stakeholder expectations.
201-1	Direct economic value generated and distributed	— Not required to disclose in this report considering non significant material topic in relation to current business context



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<p>201-2</p> <p>Financial implications and other risks and opportunities due to climate change</p>	<p><b>1. Physical Risks:</b> Extreme weather events such as floods, hurricanes, and heatwaves can disrupt manufacturing operations, damage infrastructure, and hinder transportation and logistics. Water scarcity and temperature fluctuations may also affect the availability and stability of raw materials and production processes.</p> <p><b>2. Regulatory and Policy Risks:</b> As governments introduce stricter climate-related regulations, companies may face increased compliance costs, carbon pricing mechanisms, and mandatory emissions reduction targets. Failure to adapt could result in fines, legal liabilities, or restricted access to certain markets.</p> <p><b>3. Supply Chain Disruptions:</b> Climate change can affect the availability of key raw materials due to agricultural impacts, resource depletion, or geopolitical tensions arising from environmental pressures. This may lead to cost volatility or supply shortages, impacting production timelines and profitability.</p> <p><b>4. Market and Consumer Preference Shifts:</b> Growing awareness of environmental impacts may shift customer demand toward more sustainable, low-carbon, and biodegradable products. Companies that fail to innovate or adapt may lose market share or face reputational damage.</p> <p><b>5. Financial and Investment Risks:</b> Investors are increasingly prioritizing climate-resilient portfolios. Companies with high carbon footprints or weak climate strategies may face reduced access to capital, higher insurance premiums, or lower credit ratings.</p> <p><b>6. Legal and Liability Risks:</b> There is a growing trend of climate-related litigation against corporations seen as contributing to environmental degradation. Failure to address emissions or environmental harm may expose companies to lawsuits or liability claims.</p> <p><b>7. Reputational Risk:</b> Public and stakeholder scrutiny is rising. Inadequate climate action or transparency could damage a company's brand value, erode stakeholder trust, and affect employee engagement and retention.</p>
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201-3	Defined benefit plan obligations and other retirement plans	— Not required to disclose in this report considering non significant material topic in relation to current business context
201-4	Financial assistance received from government	Not Received
GRI 202 – Market presence 2016		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>— We have implemented governance systems to manage different aspects of sustainability as mentioned in this report</li> <li>— Compliance team reviews and advises on the Company's pursuit of innovative policies and technologies that promote product safety, improve environmental and social sustainability, and seek to enrich our customers' experiences, and lead to a better world.</li> <li>— The team is responsible for assessing the Company's progress on, product safety, environmental, and social issues, as well as the degree to which sustainability principles have been integrated into various skill teams.</li> </ul>
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	— 15533 INR is average wage which is higher than average minimum wage of 14358 INR
202-2	Proportion of senior management hired from the local community	— 40 %

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### GRI 203 – *Indirect Economic Impacts 2016*

3-3	Management of material topics	<ul style="list-style-type: none"> <li>– We employ a variety of governance systems and processes to manage different aspects of sustainability across our business, as summarized throughout this report</li> <li>– Sustainability team reviews and advises on the Company's pursuit of innovative policies and technologies that promote product safety, improve environmental and social sustainability, and seek to enrich our customers' experiences, and lead to a better world.</li> <li>– The team is responsible for assessing the Company's progress on, product safety, environmental, and social issues, as well as the degree to which sustainability principles have been integrated into various skill teams.</li> </ul>
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<ul style="list-style-type: none"> <li>– 15533 INR is average wage which is higher than average minimum wage of 14358 INR</li> </ul>
202-2	Proportion of senior management hired from the local community	<ul style="list-style-type: none"> <li>– 40 %</li> </ul>

## GRI Disclosure Report - Sustainability Report 2025

203-1	Infrastructure investments and services supported	<table><tr><th colspan="3">Human Capital</th></tr><tr><td>Employees</td><td>Customers</td><td>Suppliers</td></tr><tr><td>248 #</td><td>795 #</td><td>357 #</td></tr></table>	Human Capital			Employees	Customers	Suppliers	248 #	795 #	357 #
		Human Capital									
		Employees	Customers	Suppliers							
248 #	795 #	357 #									
<table><tr><th>Financial Capital</th></tr><tr><td><div><div>1. Zero Liquid Discharge (ZLD) facility including MEE, ETP &amp; RO system.</div><div>2. Dedicated Scrubber system at each production plant.</div><div>3. Bag filter system for boiler emission control.</div><div>4. Concrete roads across all plants, reduces dust arising due to vehicle movement.</div><div>5. Sewage Treatment Plant (STP) for domestic waste water treatment.</div><div>6. Full-fledged Occupational Health Centre with full time Qualified Doctor with support staff.</div><div>7. Emergency Control Centre with trained ERT team / security.</div></div></td></tr><tr><td>Investment - 17,05,62,241 INR</td></tr></table>	Financial Capital	<div><div>1. Zero Liquid Discharge (ZLD) facility including MEE, ETP &amp; RO system.</div><div>2. Dedicated Scrubber system at each production plant.</div><div>3. Bag filter system for boiler emission control.</div><div>4. Concrete roads across all plants, reduces dust arising due to vehicle movement.</div><div>5. Sewage Treatment Plant (STP) for domestic waste water treatment.</div><div>6. Full-fledged Occupational Health Centre with full time Qualified Doctor with support staff.</div><div>7. Emergency Control Centre with trained ERT team / security.</div></div>	Investment - 17,05,62,241 INR								
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Investment - 17,05,62,241 INR											

ESG Investing

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203-2	Significant indirect economic impacts			
		<ol style="list-style-type: none"> <li>1. Regular safety trainings to employees at external venue / facility</li> <li>2. Canteen facility.</li> <li>3. Ambulance</li> <li>4. Provided all types of Personal Protective Equipment's required to employees.</li> <li>5. Annual medical check-up for all employees.</li> <li>6. Six monthly medical check-ups for employees and workers directly working in hazardous process.</li> <li>7. AHU provided for better ventilation in production block.</li> <li>8. Tie Up with Apollo Hospital Navi Mumbai for medical facilities of employees and their families.</li> </ol>		
		New customers developed	New countries penetrated	New products developed
		7	3	8

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### GRI 204 – *Procurement Practices 2016*

3-3	Management of material topics	<ul style="list-style-type: none"> <li>– We employ a variety of governance systems and processes to manage different aspects of sustainability across our business, as summarized throughout this report</li> <li>– Purchasing decisions that aim to meet our requirement for goods or services, and at the same time minimize the impact on environment from such purchase can be termed as sustainable procurement.</li> <li>– Our sustainable procurement strategy means to ensure compliance and keeping it as a part of corporate social responsibility, enterprises that have an active framework in place to make sustainability a part of our procurement process</li> </ul>
204-1	Proportion of spending on local suppliers	– 45 % of Material / Service is being purchased from Local suppliers

### GRI 205 – *Anti corruption 2016*

3-3	Management of material topics	<ul style="list-style-type: none"> <li>– We maintain the highest ethical standards wherever we operate.</li> <li>– With operations around the world, it's important that our facilities comply with a wide range of national laws and governmental enforcement practices with regard to bribery and corruption, regardless of where they are located.</li> </ul>	
205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> <li>– We assess 100% of our operations for risks related to corruption.</li> <li>– We consider operations that require contact with government officials to pose the most significant risk of corruption through bribery (obtaining necessary permits, handling cross-border logistics etc.).</li> </ul>	

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205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> <li>Our anti-bribery and corruption compliance training program is designed to help employees understand what constitutes bribery and corruption, how it can affect the company, and how they can avoid engaging in these practices.</li> <li>Mandatory training about code of ethics is being given at the time of joining and refresher on every year.</li> </ul>
205-3	Confirmed incidents of corruption and actions taken	<ul style="list-style-type: none"> <li>No incident is found during reporting period</li> </ul>


### GRI 206 – *Anti Competitive Behaviour 2016*

3-3	Management of material topics	<ul style="list-style-type: none"> <li>We maintain the highest ethical standards wherever we operate.</li> <li>With operations around the world, it's important that our facilities comply with a wide range of national laws and governmental enforcement practices with regard to bribery and corruption, regardless of where they are located.</li> </ul>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<ul style="list-style-type: none"> <li>No incident is found during reporting period</li> </ul>



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### GRI 207 – Tax 2019

3-3	Management of material topic	<ul style="list-style-type: none"> <li>— Our tax planning ensures compliance with tax laws and regulations.</li> <li>— This involves analyzing our financial situation, structure, and operations to identify tax liability &amp; tax savings if possible through deductions, credits, exemptions, and incentives offered by the government.</li> <li>— We are subject to the Income Tax Act of 1961, which governs the taxation of corporate income. Provisions under this act, such as tax credits and exemptions can help ease tax burdens. Effective tax planning involves understanding and leveraging various other provisions provided under this act.</li> </ul>	
207-1	Approach to tax	Our tax strategy is annually reviewed internally by the Finance , Compliance & Board of Directors	
207-2	Tax governance, control, and risk management	Please see disclosure 207-1	
207-3	Stakeholder engagement and management of concerns related to tax	Not required to disclose in this report considering non significant material topic in relation to current business context	
207-4	Country-by-country reporting	Not required to disclose in this report considering non significant material topic in relation to current business context	

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### GRI 300 – Environmental Standard Series

#### GRI 301 – Materials 2016

3-3	Management of Material topic	<b>Waste Management</b> The long-recognized hierarchy of management of wastes, in order of preference consists of prevention, minimization, recycling and reuse, biological treatment, incineration, and landfill disposal
		<b>Air Quality</b> Factors such as ambient air quality conditions, relevant meteorological conditions, location of the emissions source, noise levels, and any ancillary pollution from the control system itself shall be managed.
		<b>Water Use</b> Our water strategy aims to optimize water consumption and focus on reuse / reprocess / recycle water to support freshwater availability in local communities
		<b>Energy</b> We shall monitor and optimise energy performance on a regular basis, within our operational locations. The objectives are to manage usage, identify energy saving opportunities, conserve consumption and reduce carbon emissions



301-1	Materials used by weight or volume	— Not applicable
301-2	Recycled input materials used	— Recycled solvents , Catalyst , DEAE Sepharose resin ,Legend
301-3	Reclaimed products and their packaging materials	— We are collecting data and will disclose in next report.

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### GRI 302 – Energy 2016

- |     |                              |   |
|-----|------------------------------|---|
| 3-3 | Management of material topic | <ul style="list-style-type: none"> <li>– We are committed to driving human progress with a company culture that strives to achieve business growth, protect our environment, enhance the health and well-being of the communities that surround us, and respect the rights of the people who live there.</li> <li>– As we design and manufacture products , we respect human rights and the environment over the entire life cycle of our products and services, from the origin of the raw materials to the end-of-life.</li> <li>– We are focused upon Reducing GHG emissions from our operations , Improving energy efficiency and conservation , &amp; Look for renewable energy options</li> </ul> |
|-----|------------------------------|---|



302-1 Energy consumption within the organization

2023 Electricity

8282383 kwh

2024 Electricity

9828735 kwh

302-2 Energy consumption outside of the organization

Not required to disclose in this report considering non significant material topic in relation to current business context

302-3 Energy intensity

Electricity 2024

13.98 kwh / kg production

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302-4	Reduction of energy consumption	<ul style="list-style-type: none"> <li>• We have provided interlock to entire fuel transferring system; thus, the start-stop of entire system is on bunker position high level. With this, we have saved power of crusher, bucket elevator and motors</li> <li>• We have overhauled the standby 55TR brine screw chiller compressor and took in operation thus eliminating the running of two 33TR compressors.</li> <li>• Instead of two primary and secondary pumps, we are running 1 primary and 1 secondary pump. In addition to this the secondary pump motor is taking 10 KW lesser than the 33TR compressor secondary motor</li> <li>• Currently we are using Grid power. We have planned for Solar Power to reduce 60 % of Total consumption of Power</li> </ul>
302-5	Reductions in energy requirements of products and services	— As per disclosure 302-4

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### GRI 303 – Water and Effluents 2018

3-3	Management of Material topics	<ul style="list-style-type: none"> <li>– We shall not engage in unlawful eviction or taking of land, forests and waters securing the livelihood of human beings.</li> <li>– Reduce water consumption and recycle reprocess waste Water to support availability of fresh drinking water for communities</li> </ul>
303-1	Interactions with water as a shared resource	<ul style="list-style-type: none"> <li>– The source of water is not a shared source.</li> </ul>
303-2	Management of water discharge-related impacts	<ol style="list-style-type: none"> <li>1. Identify leakages and losses in the plant and rectify if any leakages.</li> <li>2. Monitoring flow meter reading</li> <li>3. Installed float valves with level control switches on Ejector systems in PP-03/04/05 plant to have control on overflow of ejector tanks and during process optimum operation.</li> <li>4. RO treated water is being used for hazardous bag washing in BASF.</li> </ol>

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303-3	Water withdrawal	See 303-5
303-4	Water discharge	Zero discharge
303-5	Water consumption	Total water consumed in 2024 is 162880 KL

### GRI 304 – Biodiversity 2016

304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Non significant material topic in relation to current business context
304-2	Significant impacts of activities, products and services on biodiversity	Non significant material topic in relation to current business context
304-3	Habitats protected or restored	Non significant material topic in relation to current business context
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Non significant material topic in relation to current business context

### GRI 305 – Emissions 2016

3-3	Management of material topic	<ul style="list-style-type: none"> <li>– We are committed to driving human progress with a company culture that strives for business growth, protect our environment, enhance the health and well-being of the communities that surround us, and respect the rights of the people who live there.</li> <li>– During Research &amp; development as well manufacturing , we respect human rights and the environment over the entire life cycle of our products and services, from the origin of the raw materials to the end-of-life.</li> </ul>
305-1	Direct (Scope 1) GHG emissions	<div>2023 → 835505 kg CO<sub>2</sub>e</div> <div>2024 → 823691 kg CO<sub>2</sub>e</div>

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305-2	Energy indirect (Scope 2) GHG emissions	2023 → 72,17,263 kgCO2eq	2024 → 9520402 kgCO2eq
305-3	Other indirect (Scope 3) GHG emissions	2023 → 1,14,909 KgCO2eq	2024 → 71467 KgCO2eq
305-4	GHG emissions intensity	14.81 KgCO2eq / Kg Production	
305-5	Reduction of GHG emissions	Scope 1 → 1.41 % reduction , Scope 2 → 31.9 % increase , Scope 3 → 37.8 % reduction	
305-6	Emissions of ozone-depleting substances (ODS)	Not detected during monitoring	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	PM 10 – 59.13 microgram/m3 NO2– 22.28 microgram/m3 SO2 – 13.43 microqram/m3	
GRI 306 – Waste 2020			
3-3	Management of material topics	— We are committed to driving human progress with a company culture that strives for business growth, protect our environment, enhance the health and well-being of the communities that surround us, and respect the rights of the people who live there.  — During Research & development as well manufacturing , we respect human rights and the environment over the entire life cycle of our products and services, from the origin of the raw materials to the end-of-life.	
306-1	Waste generation and significant waste-related impacts	— Reducing waste has a dual benefit. Not only does it reduce our impact on the planet, but it also optimizes efficiency in our resource-intensive industry.	

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		<ul style="list-style-type: none"> <li>By reducing or recycling generated waste, we can avoid the landfill, reduce GHG emissions, and generate an additional supply of valuable resources</li> </ul>
306-2	Management of significant waste-related impacts	<ul style="list-style-type: none"> <li>Hazardous waste generated – Used oil, Spent Solvent, E waste, Cotton waste, Solder Dross, Copper Scrap, Cable scrap, Adhesive resin, Plastic,</li> <li>All Hazardous waste is disposed to Government authorised waste disposal agency to avoid any significant impact on Environment</li> </ul>
306-3	<div>Waste generated</div>	<div>           2023 Hazardous waste – 1716 MT            2023 Non hazardous waste – 1771 MT         </div> <div>           2024 Hazardous waste – 1797 MT            2024 Non hazardous waste – 2082 MT         </div>
306-4	Waste diverted from disposal	– 3421 MT
306-5	Waste directed to disposal	– 458 MT
GRI 308 – Supplier Environmental Assessment 2016		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>Supply chain transparency and human rights protection go hand in hand.</li> <li>When potential supplier issues are identified anywhere in our supply chain, we initiate an investigation.</li> <li>If confirmed, we then work with our supplier to cascade our requirements and confirm compliance with our Supplier Code.</li> <li>We are currently developing internal systems to conduct these investigations proactively with suppliers in our highest risk categories</li> </ul>
308-1	New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> <li>Our suppliers are screened through CSR assessments that includes Environmental criteria like Energy use, Waste Management, Water use, Waste water management, Emissions, Trainings to employees.</li> <li>Our Admin team does assessment and educate suppliers for further improvement.</li> <li>We have completed assessment of 3 new suppliers in reporting period</li> </ul>
308-2	Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> <li>We assess our suppliers based on Environment parameters also apart from Quality, Delivery and price.</li> </ul>



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— Our none of supplier is discontinued due to negative environmental impact during reporting period

### GRI 400 – Social Standard Series

#### GRI 401: Employment 2016

- |     |                               |   |
|-----|-------------------------------|---|
| 3-3 | Management of Material topics | <ul style="list-style-type: none"> <li>— Effective employment management is critical for the success of our organization.</li> <li>— It involves developing and implementing strategies to attract, retain, and develop employees, as well as ensuring that their performance is aligned with the organization's goals and objectives.</li> </ul> |
|-----|-------------------------------|---|

401-1	New employee hires and employee turnover	New Employee Joined 31 #	Employee Attrition 21 %
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- |       |  |   |
|-------|--|---|
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | <ul style="list-style-type: none"> <li>— We offers comprehensive benefit packages that are competitive where we do business.</li> <li>— The packages may include medical plans, life and accident insurance and paid leaves.</li> </ul> |
| 401-3 | Parental leave   | <ul style="list-style-type: none"> <li>— Parental leave includes maternity and paternity leaves.</li> <li>— These leaves are provided as per applicable local / national laws.</li> </ul>   |




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### GRI 402: Labor/Management Relations 2016

3-3	Management of Material Topics	<p>Our human rights strategy for our business is aligned with the United Nations (UN) Guiding Principles on Business and Human Rights and focuses on</p> <ul style="list-style-type: none"> <li>– Embedding human rights policies into the business</li> <li>– Implementing due diligence processes to identify, prevent, mitigate and account for human rights impacts in our business</li> <li>– Providing remedial actions when needed</li> <li>– Communicating transparently with our stakeholders about our processes and actions</li> </ul>
402-1	Minimum notice periods regarding operational changes	<ul style="list-style-type: none"> <li>– We are complying with applicable national and/or local legal requirements for minimum notice periods regarding significant operational changes.</li> </ul> <p>Communication of such changes generally occurs as part of the ongoing engagement between the company and employee through appointment letters.</p>
403-1	Occupational health and safety management system	<ul style="list-style-type: none"> <li>– Occupational health, safety, and wellbeing pertains to providing and maintaining a work environment that meets or exceeds applicable legal standards for occupational health and safety for employees across the value chain.</li> <li>– It includes the physical security, mental health and wellbeing of employees</li> <li>– The health, safety and wellbeing of our people is paramount.</li> <li>– Our commitment to occupational health and safety extends to our employees, contractors, and visitors performing work at our location.</li> </ul>
403-2	Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> <li>– Our internal hazard identification, risk assessment and incident investigation processes are required when working on-site.</li> <li>– The company works with internal documents that detail the health and safety requirements that must be followed by all personnel when on-site at our facility.</li> <li>– We have prepared Hazard identification and risk assessment documents and relevant controls.</li> </ul>

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403-3	Occupational health services	<ul style="list-style-type: none"> <li>— Postings throughout the plant that employees must report a work-related injury or illness to the Safety Officer.</li> <li>— Employees will be given first aid treatment.</li> <li>— Based on injury identified, Admin Officer may direct employee to the proper facility for medical treatment.</li> <li>— Our facility has safety committees that guide the development and implementation of safety programs in their operations.</li> </ul>	
403-4	Employee participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> <li>— Safety committee ensures all employees are participating in hazard identification and risk assessment process. Employees are consulted for decisions in the area of health and safety.</li> <li>— Any change in current health and safety management system are communicated to employees through regular trainings.</li> </ul>	
403-5	Employee training on occupational health and safety	- Total 29 training programs were organised	
403-6	Promotion of employee health	<ul style="list-style-type: none"> <li>— For non-occupational services, consultation is provided for employees who seek advice, but the employee is referred to their personal medical doctor for the treatment of nonoccupational conditions (unless temporary care is required to relieve an emergency condition).</li> <li>— Our safety department do not treat non-occupational medical conditions except in an emergency. Employees have access to training programs focused on health promotion.</li> </ul>	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<ul style="list-style-type: none"> <li>— Our Occupational health and safety management system ( OHSMS ) ensures the work environment within our facilities is safe for our employees and meets or exceeds all regulatory and Company requirements.</li> </ul>	

## GRI Disclosure Report - Sustainability Report 2025

		<ul style="list-style-type: none"> <li>— We have robust incident reporting and management system which enables us to quickly notify areas of a significant event, provides a forum to communicate and provide guidance on Corrective Actions.</li> <li>— These corrective actions require to make changes, improvements, and implement controls to prevent re-occurrence of these significant incidents.</li> <li>— We have a strong health and safety training program for our employees.</li> </ul>	
403-8	Employees covered by an occupational health and safety management system	100 % employees are covered	
403-9	Work-related injuries	<ul style="list-style-type: none"> <li>— No such injuries are identified where an employee is referred to hospital.</li> </ul>	
403-10	Work-related ill health	During periodic medical check up, no illness is identified due to occupational health and safety issue	

### GRI 404: Training and Education 2016

3-3	Management of material topic	<ul style="list-style-type: none"> <li>— Our learning strategy is designed to prepare our organization for today and the future and focuses on following key actions: <ul style="list-style-type: none"> <li>• Socialize learning, enabling every employee to be a learner and a teacher</li> <li>• Create skill-based academies to accelerate critical skill development</li> </ul> </li> </ul>
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## GRI Disclosure Report - Sustainability Report 2025

		<ul style="list-style-type: none"> <li>• Modernize our learning approaches, to reinforce lifelong learning, and enable people to learn anytime and anywhere</li> <li>• Introduce tools that know when to nudge learners, track progress, and acknowledge their achievements</li> </ul> <p>– We continue to evolve our learning strategy to address the new ways employees are working – onsite, remote and hybrid – offering learning options that fit each model.</p>
404-1	Average hours of training per year per employee	<ul style="list-style-type: none"> <li>- 12.69 per employee training Hours / year</li> <li>- 3149 Training Hours spent covering 248 employees</li> </ul>
404-2	Programs for upgrading employee skills and transition assistance programs	<p>We offer a full calendar of functional/technical, leadership and professional development training opportunities. We may provide reemployment assistance for salaried employees who exit on some types of separation programs.</p>
404-3	Percentage of employees receiving regular performance and career development reviews	100 %

## GRI 405: Diversity and Equal Opportunity 2016

## GRI Disclosure Report - Sustainability Report 2025

- 3-3 Management of material topics
- We want people to thrive. That's why we are dedicated to creating a culture of inclusion where our team members have the sense that they are valued, respected, and can bring their true selves to work – a culture that empowers our people to transform our business.

### Diversity of governance bodies and employees

405-1

Board of Directors

5 Male, 0 Female

Senior Manager

34 Male, 3 Female

Whole organization

223 Male, 25 Female



- 405-2 Ratio of basic salary and remuneration of women to men
- This information is considered as confidential

## GRI Disclosure Report - Sustainability Report 2025

GRI 406: Non-discrimination 2016		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>– Discrimination is the practice that makes differences between individuals that disadvantage some and advantage others.</li> <li>– Anti-discrimination measures refer to the measures against discrimination. We must promote non-discrimination in the workplace.</li> <li>– We understand that Non discrimination will bring benefits of –Reduces staff turn over, Improves employee engagement, reduces recruitment challenges &amp; Prevent workplace misconduct due to routine education</li> <li>– Regular trainings about prevention of discrimination is being provided to employees</li> </ul>
406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination is found during reporting period

## GRI Disclosure Report - Sustainability Report 2025

### GRI 407: Freedom of Association and Collective Bargaining 2016

3-3	Management of material topics	<ul style="list-style-type: none"> <li>– We are committed for creating an ethical workplace, maintaining good industrial relations, communications and dialogue and ensuring that all colleagues are treated fairly and equally, in principle and practice.</li> <li>– In doing so, we ensure compliance with laws that ensure freedom of association and the right to engage in collective bargaining.</li> </ul>
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407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> <li>– We are granting freedom of association in accordance of local / national law.</li> <li>– We have not encountered any incident / issue related to this material topic yet.</li> </ul>
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### GRI 408: Child Labor 2016

3-3	Management of material topics	<ul style="list-style-type: none"> <li>– We do not employ children that falls into the definition as stipulated by ILO Convention, notwithstanding any national law or local regulation;</li> <li>– We comply with all applicable child labour laws, including those related to wages, hours worked, overtime and working conditions; •</li> <li>– We are against all forms of exploitation of children.</li> </ul>
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408-1	Operations and suppliers at significant risk for incidents of child labor	No incident of child labor is found during reporting period
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## GRI Disclosure Report - Sustainability Report 2025

GRI 409: Forced or compulsory Labor 2016		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>– Forced or compulsory labor refers to all work or service by an individual in which they are coerced to work through the use of violence or intimidation, or by more subtle means such as accumulated debt, retention of identity papers, or threats of denunciation to immigration authorities.</li> <li>– It includes a commitment to ethical recruitment, which is the process of engaging employees fairly, transparently, and based on merit, recognizing that unethical recruitment often leads to forced labor.</li> </ul>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We have not come across any incident / issue related to this material topic during reporting period.
RI 410: Security Personnel rights 2016		
3-3	Management of material topics	<ul style="list-style-type: none"> <li>– We prohibit use of forced or compulsory labour.</li> <li>– No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work.</li> <li>– Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained at all units and are open to verification by any authorised personnel or relevant statutory body.</li> </ul>
410-1	Security personnel trained in human rights policies or procedures	All security personnel are trained in human right policies or procedures as they are regular employees




## GRI Disclosure Report - Sustainability Report 2025

GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	We have not encountered any incident / issue related to this material topic.
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> <li>As per applicable law, we invest in partnerships and programs across three impact areas: essential services, education for the future of work, and entrepreneurship.</li> <li>Programming is designed to ensure people have equitable opportunities to progress and move forward.</li> </ul>
413-2	Operations with significant actual and potential negative impacts on local communities	We have not encountered any incident / issue related to this material topic during reporting period
GRI 414: Supplier Social Assessment 2016		
3-3	Management of material topic	<ul style="list-style-type: none"> <li>We have integrated supplier CSR assessment into supplier sourcing decisions that includes supplier social assessment.</li> <li>We have developed our CSR Self-Assessment Questionnaire &amp; we are requesting suppliers to complete and share responses with us.</li> <li>In addition to self assessment questionnaire, following practices are incorporated               <ul style="list-style-type: none"> <li>Acceptance of Supplier Code of Conduct</li> <li>CSR terms and conditions in Supplier contracts</li> <li>Supplier CSR audits</li> </ul> </li> </ul>
414-1	New suppliers that were screened using social criteria	100 % new suppliers are screened with social criteria
414-2	Negative social impacts in the supply chain and actions taken	We have not encountered any incident / issue related to this material topic.

## GRI Disclosure Report - Sustainability Report 2025

GRI 415: Public Policy 2016		
415-1	Political contributions	We do not make corporate contributions to political candidates or political organizations. Company resources are not used for the purpose of electing candidates to public office.
GRI 416: Customer Health and Safety 2016		
3-3	Management of material topics	Safety instructions and Safety warning signs are provided with the product.
416-1	Assessment of the health and safety impacts of product and service categories	No customer health and safety related incidents are reported during disclosure period
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	We have not come across any incident / issue related to this material topic during reporting period.
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	Marking and Labelling is followed as per applicable legal requirements and Product certifications
417-2	Incidents of non-compliance concerning product and service information and labeling	
417-3	Incidents of non-compliance concerning marketing communications	
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We have not come across any incident / issue related to this material topic during reporting period.

## GRI Disclosure Report - Sustainability Report 2025

Sr no	Key performance indicator	Result	Domain
1.	Water consumption	162880 KL	
2.	Electricity consumption	9828735 kwh	
3.	Hazardous waste	1797 MT	
4.	Total GHG emission	10415560 KgCO2eq	
5.	Incidents of child labor, Forced labor, Disrimination, Harassment	0 incidents	
6.	Emploeyes covered in insurance	100 %	
7.	Employees covered in health & safety trainings	100 %	
8.	Diversity % in whole organization	10.08 %	
9.	Ethical violation incidents related to Bribery, Information security, fraud, conflict of interest, Money laundering	0 incidents	
10.	Whistle blower incidents	0 incident	
11.	Suppliers covered in sustainability code of conduct	100 %	