



INN  VASSYNTH

Sustainability Report

CY 2025

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About the Report

We, at Innovassynth Technologies (India) Limited, are referred to as “Innovassynth,” “we,” and “our company.” We are a research-driven “contract development and manufacturing organisation” (CDMO) and speciality chemicals company based in India, delivering custom research, development, and scalable manufacturing solutions across life sciences and advanced chemistry segments. As pioneers in our field, we are taking a step forward in our sustainability journey by publishing our first sustainability report. Through this report, we aim to transparently present where we stand today, the progress we have made, and the key risks and opportunities shaping our path ahead. This section outlines the report’s scope, boundaries, assurance approach, and alignment with internationally recognised reporting standards.

Reporting period

This report presents our sustainability performance for CY 2025 (January 1, 2025, to December 31, 2025). As our first sustainability report, we are committed to publishing it on an annual basis.

Reporting boundary

The report covers all manufacturing and research facilities in Khopoli, along with our headquarters in Pune, fully aligned with our financial reporting scope. Following the 2025 merger of Innovassynth Investments Limited with Innovassynth Technologies (India) Limited, we operate as a single integrated entity, with no differences in reporting boundaries and no requirement for consolidation.

Frameworks used

This report has been prepared with accordance to the GRI Sustainability Reporting Standards (2021 Update). The GRI Content Index can be found on page 71 of this report. In addition, the report aligns with globally recognized frameworks and principles, including the United Nations Global Compact (UNGC), the Sustainable Development Goals (SDGs), and the Securities and Exchange Board of India (SEBI) Business Responsibility and Sustainability Reporting (BRSR) Guidelines.

Assurance approach

This report has been externally assured by Tirkha Consultants & Advisors LLP, during the reporting period. However, internal review mechanisms have also been applied to ensure data accuracy and completeness.

Restatement of Information

No restatements were identified, as this is Innovassynth’s first sustainability report

Feedback/contact details

Report Prepared By: Innovassynth Technologies (India) Limited

For Additional Information

Please visit the Company's website: www.innovassynth.com

Contact Details

Name: Bharat Dighe

Designation: Sustainability Manager

Email: bharatdighe@innovassynth.com

Phone: +91 2192 350295

Leadership Message

Sustainability is deeply embedded in the way we innovate, manufacture, and grow. With over two decades of experience, we have built a solid foundation rooted in scientific excellence, operational integrity, and a customer-centric approach that enables us to deliver innovative chemical solutions responsibly and at scale.

As a trusted partner to global industries, we recognise that sustainable growth requires balancing business performance with environmental stewardship, employee well-being, and long-term value creation for all stakeholders. We continuously invest in advanced infrastructure, research capabilities, process safety, and scalable technologies to support efficient and responsible manufacturing, reflecting our commitment.

Our combined research and development setup, which includes nine labs covering more than 24,000 sq. ft. and has special facilities for analysis and technology transfer, allows us to create strong, safe, and scalable chemical processes. Backed by a team of more than 200 skilled professionals, we continue to strengthen our expertise across nucleoside chemistry, organometallics, speciality chemicals, and advanced materials while maintaining a strong focus on quality, safety, and sustainability throughout the product lifecycle

We are proud to offer commercial-scale nucleosides from India and remain committed to advancing innovation that supports critical global industries, including pharmaceuticals, electronics, speciality materials, and automotive applications.

Sustainability at Innovassynth is not limited to compliance; it is a mindset that drives continuous improvement. We strive to minimise our environmental footprint through efficient resource utilisation, responsible process design, and adoption of safer and scalable chemistries. At the same time, we remain committed to fostering a culture of safety, inclusivity, collaboration, and ethical business practices across our operations.

As we move forward, we will continue to strengthen our capabilities, embrace innovation, and build resilient partnerships that contribute to a more sustainable future. Guided by our values and powered by our people, we remain confident in our ability to create meaningful impact for our customers, communities, and the environment.

Together, we are shaping a future driven by science, responsibility, and sustainable progress.

Dr. Hardik Joshipura

Managing Director & Chief Executive Officer



Inside Our Story

With over two decades of experience, we bring together world-class infrastructure, deep scientific expertise, and a customer-centric approach to deliver innovative chemical solutions at scale.



Vision: To be at the forefront of bringing new possibilities to life through accelerated, impactful innovation in chemistry



Mission: To continually evolve as the most reliable and quality-consistent partners in the research, development and manufacturing of innovative chemistry-led solutions globally.



We distinguish ourselves through
Innovation

Our innovative and diverse customer-focused portfolio of chemicals and custom development services draws its strength from a culture of excellence, curiosity, creativity and commitment.

We empower ourselves through
Ingenuity

A wealth of diverse minds, an insightful collaborative approach and extensive domain experience helps us to optimise processes and deliver better and faster results.

We elevate ourselves through
Integrity

Trust, confidentiality, and accountability form the moral compass that guides us toward ethical practices, safety, and sustainability.

Value Proposition



Sustainability – Our future's built on it

With genuine sensitivity for our ecology, we take every step with a sustainable future in the view



Safety Our Top Priority

As a people first organization, health and safety are built into every process, every step of the way



Quality our cornerstone

In every leap, milestone and audacious achievement, impeccable quality is our solid constant



Development & Manufacturing – adept, all the way

Our capabilities straddle all the way from concept to commercial, delivering end to end custom development and manufacturing



Customer Experience – Our lasting bonds

We value bonds, in chemistry as much as our relationships

BUSINESS AT A GLANCE



Infrastructure Footprint



Manufacturing & Registered Office -
Khopoli, Raigad District, Maharashtra, India

Corporate Headquarters and Research & Development Facility-
Hinjewadi, Pune, Maharashtra, India



Business Offerings

Life Sciences & Nucleosides

- Pharma Intermediates
- Phosphoramidite and Nucleosides
- Reagents
- Delivery Platforms (GalNAc)

Speciality Chemicals

- Organometallics including pre-catalysts for metallocene, ZN catalysts and Donors
- Polymer Additives
- ALD/CVD precursors, donors & ligands
- Flavors & fragrances

CRDMO

- Custom Research
- Contract Manufacturing
- Full Time Equivalent/Fee for Service
- Scale up to Commercial Products

R&D Capabilities

We operate nine laboratories spanning over 24,000 sq. ft., supported by dedicated analytical and technology transfer facilities for process scale-up and validation, enabling safe, consistent, and high-quality product development. Backed by a team of over 80+ professionals, our R&D capabilities focus on developing complex chemical processes and seamlessly scaling them for commercial manufacturing.

Total turnover from operations during the year CY 2025 was 10100 INR Lakhs

**As Innovassynth Investments Limited had nil turnover prior to the merger, the above turnover has been presented on a combined basis to provide a fair, consistent and comparable representation of the business performance for the entire reporting period for the purpose of sustainability-related disclosures.*

Our expertise spans nucleoside chemistry, including protection and deprotection, phosphitylation, carbohydrate chemistry, and custom synthesis for licence holders, complemented by strong capabilities in core chemical reactions such as Grignard, Friedel–Crafts, reductions, and oxidations.

Our capabilities also include advanced organometallic, boron, lithium, and phosphorus chemistries, including coupling reactions, as well as complex and sensitive chemistries like cyclic compounds and speciality materials (including battery-related materials), with a consistent emphasis on making processes scalable, robust, and safe from lab to commercial scale.

Manufacturing Capabilities

We are engaged in the manufacturing of nucleosides, speciality chemicals, organometallics, flavours & fragrances, electronic and automobile chemicals to cater to clients across the globe. We manufacture products in multipurpose plants on a campaign basis with consistent quality as per required national and international standards. Infrastructure for a multi-purpose plant includes the following:

- Multipurpose production facilities with 250+ KL capacity and wide range of working scales including: 50 L to 10 KL Reactor size
- Equipment of various (MOC)| SSR: 44, MSGLR: 23, Glass AR:10
- ANF, ANFD, Centrifuge, Vacuum and Rotary Tray dryers
- Pilot, Medium scale and Multipurpose Plants dedicated to Nucleosides

Specialized capabilities

- Separate plant for hydrogenation 1.25 KL
- Organometallic units with cryogenic handling
- High-temperature processing (up to 800°C) for specialized processes
- Isolator systems for moisture-sensitive and high-purity materials

Operational strength

- Dedicated plants for Oligo Nucleotides raw materials
- Separate toll manufacturing facility
- Multi-ton production capability with expansion and greenfield potential

Certifications & Commitments

We are committed to maintaining high standards of quality, environmental stewardship, occupational health and safety and sustainable business practices across our operations. Our certifications and sustainability commitments reflect our focus on operational excellence, responsible manufacturing, regulatory compliance, and continuous improvement.

Our management systems are aligned with internationally recognized standards including:

- ISO 9001: 2015- Quality Management System
- ISO 14001: 2015- Environmental Management System
- ISO 45001: 2018- Occupational Health & Safety Management System
- ISO 27001: 2022- Information Management System
- Indian Chemical Council – Membership
- Responsible Care Audit – Toll Manufacturing

These certifications strengthen our ability to deliver high quality products while ensuring safe operations, environmental responsibility, and robust information security practices across our business processes. Further reinforcing our sustainability journey, we achieved the Eco Vadis Gold Rating in 2025 recognising our performance across key sustainability pillars including environment, labour & human rights, ethics, and sustainable procurement. This recognition reflects the strength of our sustainability framework and our continued efforts toward responsible and ethical business practices.

The Responsible Care (RC) is a global chemical industry initiative that promotes continuous improvement in Environmental, Health, Safety, and Security (EHS&S) performance. As a member of the Indian Chemical Council (ICC), we are committed to implementing the Responsible Care initiative. Through this commitment, we aim to strengthen our EHS&S practices, foster a culture of safety and responsibility, and align our operations with global industry best practices.



ICC
Indian Chemical Council

OUR PATH TO SUSTAINABLE FUTURE



Our Path to a Sustainable Future

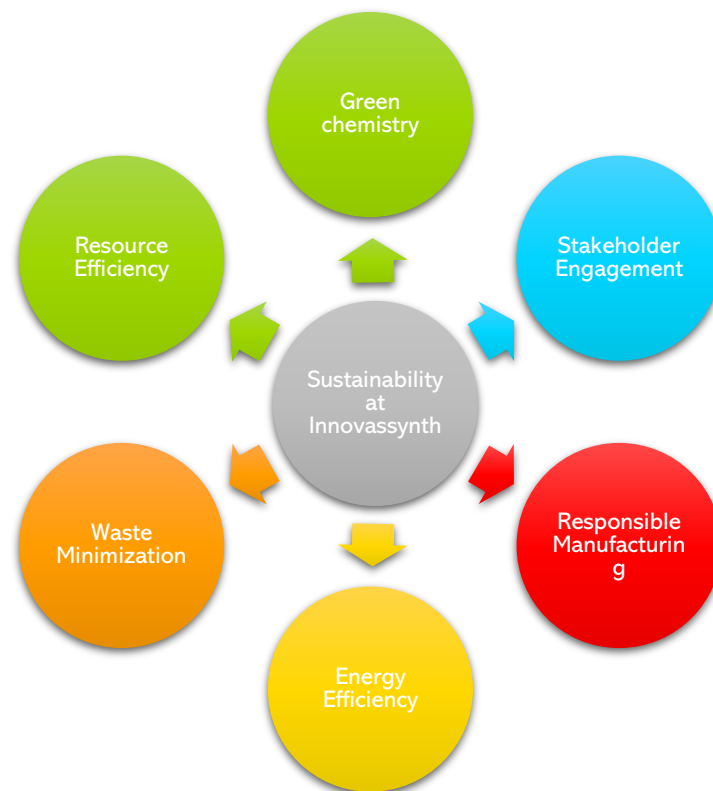
Sustainability Philosophy

"Sustainability integrated across People, Process, and Planet"

Sustainability is an operational commitment that extends across Innovassynth's processes, people practices, and product innovation. Our approach is guided by measurable impact and continuous improvement, ensuring that our growth aligns with environmental responsibility and societal well-being. As a people-centric organisation, we prioritise the health, safety, and development of our workforce through robust EHS (Environment, Health & Safety) systems, continuous safety training, and initiatives focused on employee well-being. We also engage with local communities through employment generation, outreach, and responsible business practices.

Guided by our scientific expertise, we translate chemistry into sustainable solutions. Our R&D and process optimisation efforts focus on improving efficiency, increasing yields, and reducing waste. By adopting greener chemistries and cleaner technologies, we aim to reduce solvent usage, limit hazardous intermediates, and enhance the lifecycle impact of our products. We reinforce responsible manufacturing through investments in energy-efficient technologies, process improvements, and emission control systems. Our processes incorporate initiatives such as solvent recovery, water recycling, and waste minimisation, while environmental indicators such as energy consumption, GHG emissions, and effluent discharge are constantly evaluated to drive performance.

At the core of our philosophy is a strong commitment to people and the planet. We strive to minimise environmental impact through responsible sourcing, safer operations, and regulatory compliance while delivering high-quality products that support our customers' sustainability goals. Through this integrated approach, we continue to build a resilient, future-ready organisation contributing to sustainable industrial development.



Strategic Storyline

Our growth plan focuses on enhancing key competencies and reinforcing our position as a dependable, innovative partner in the speciality chemicals ecosystem. We focus on delivering differentiated solutions through continuous investment in research and development, process engineering, and advanced chemistry platforms, enabling us to address evolving customer and industry requirements. We adopt an agile, customer-centric approach, collaborating closely with global partners to deliver customised solutions with speed, flexibility, and consistency. Our responsiveness to changing regulatory landscapes and market dynamics strengthens long-term relationships and enhances our ability to operate in complex, high-value segments.



Operational excellence remains a key pillar of our strategy, supported by strong manufacturing capabilities, digital systems, and quality frameworks that ensure product reliability, traceability, and compliance with global standards. These capabilities enable efficient scale-up, improved turnaround times, and consistent performance. We also emphasise collaborative partnerships across our value chain, including customers, suppliers, and technology partners, fostering transparency, shared accountability, and resilience.

Sustainability is an integral part of our business strategy and long-term value creation. We remain committed to responsible growth by integrating environmental, social, and governance (ESG) considerations into our operations and decision-making processes. We focus not only on minimizing environmental impact through resource efficiency, emission reduction, and cleaner technologies, but also on ensuring safe and inclusive workplaces and maintaining high standards of ethics and compliance.

Aligned with sustainability expectations, we continue to optimise resource efficiency, reduce emissions, and adopt cleaner technologies. Through continuous improvement and active stakeholder engagement, we aim to contribute positively to sustainable development while delivering consistent value to all our stakeholders.



Materiality

Our sustainability strategy is built on a materiality-based framework that enables us to identify and prioritize the Environmental, Social, and Governance (ESG) issues that are most significant to our business and stakeholders. Through a comprehensive assessment process that includes stakeholder engagement, industry benchmarking, internal evaluations, and alignment with internationally recognized sustainability frameworks, we determine the topics that have the greatest potential to impact business performance, stakeholder expectations, and long-term value creation.

This materiality assessment helps us concentrate our efforts on the most critical ESG priorities which effectively address related risks and opportunities and enhance sustainability performance throughout our operations and value chain. The identified material topics are mapped to relevant United Nations Sustainable Development Goals (SDGs), reflecting our commitment to advancing sustainable and inclusive development through responsible business practices.

Stakeholder Engagement

Stakeholder engagement is a fundamental component of our sustainability agenda and overall business strategy. We recognize that active and meaningful engagement with a broad range of stakeholders is essential for promoting responsible business conduct, identifying

emerging challenges and opportunities, and generating long-term value. By maintaining transparent, open, and ongoing dialogue, we strive to ensure that our decisions take into account the perspectives and interests of those who are directly or indirectly affected by our operations.

We believe that strong stakeholder relationships contribute to organizational resilience and sustainable growth. Through structured engagement channels, consultations, surveys, meetings, and feedback mechanisms, we gather valuable insights into stakeholder expectations, concerns, and priorities. These insights support informed decision-making, strengthen accountability, and facilitate the integration of Environmental, Social, and Governance (ESG) considerations into our strategic planning and day-to-day operations.

Key Stakeholder Groups

Our principal stakeholder groups include:

- Employees, Board of Directors, and Senior Management
- Regulatory Bodies and Government Authorities
- Customers
- Local Communities
- Suppliers and Business Partners
- Shareholders and Investors

Materiality process



Process Step	Details
Identify ESG Topics	Identify relevant ESG issues through industry benchmarking, regulatory requirements, sustainability frameworks, and internal assessments.
Identify Stakeholders	Map key stakeholder groups that influence or are affected by the organization's operations, products, and value chain.
Stakeholder Survey	Engage stakeholders through surveys, interviews, and consultations to understand their expectations, concerns, and priorities.
Collect Stakeholder Feedback	Consolidate and evaluate stakeholder inputs to determine the significance of ESG topics from various perspectives.
Analyse Risk & Opportunities	Assess the potential risks, opportunities, and business impacts associated with each material ESG topic and prioritize actions accordingly.

Material Topics

ESG PILLAR	MATERIAL TOPIC	ALIGNED SDGs	PRIORITY
 ENVIRONMENT	 Climate Change	 	HIGH
	 Water Management	 	HIGH
	 Waste Management	 	MEDIUM
 SOCIAL	 Occupational Health & Safety	 	HIGH
	 Talent Development and Employee Engagement	 	MEDIUM
	 Diversity, Equity, Inclusion and Human Rights	  	MEDIUM
	 Corporate Governance and Business Ethics		MEDIUM
	 Local Communities	 	MEDIUM
 GOVERNANCE	 Data Privacy and Security	 	HIGH
	 Product Safety and Quality	 	HIGH
	 Sustainable Supply Chain	  	MEDIUM



PROTECTING OUR PLANET

Approach

We are dedicated to promoting sustainable manufacturing practices by incorporating environmental responsibility into our operations and decision-making processes. As a speciality chemicals and pharmaceutical ingredients company, we recognise the importance of minimising our environmental footprint while delivering high-quality products that support global healthcare and industrial needs.

Our environmental approach focuses on responsible resource utilisation, pollution prevention, process efficiency, and continual improvement across operations. We strive to optimise energy and water consumption, strengthen waste management practices, enhance emission control measures, and promote safer and greener chemistry principles throughout the product lifecycle. During CY 2025, our facilities continued to strengthen environmental performance through responsible energy management, wastewater recycling, and waste recovery initiatives across operations. Our environmental stewardship remains an integral part of our operational philosophy supported by robust management systems, regulatory compliance, and employee awareness initiatives. Through investments in technology, process innovation, and sustainable practices, we aim to improve operational efficiency while contributing to long-term environmental resilience and stakeholder value creation. Our operations are supported by resource-efficient infrastructure, including Zero Liquid Discharge (ZLD) systems, Sewage Treatment Plants (STP), and waste recycling initiatives to minimise environmental impact.

We believe that sustainable growth can be achieved through responsible manufacturing, continuous innovation, and proactive environmental management. We remain focused on building a future-ready organization that balances business growth with environmental protection and sustainable development practices.



EHS & Sustainability Framework

A key pillar of our safety journey is the “Parivartan for Suraksha” initiative, which reflects our transformative approach toward strengthening EHS performance with an uncompromising commitment to achieving zero harm. Through this initiative, we are focused on enhancing workplace safety standards, strengthening preventive risk management practices, and cultivating a safety-first culture across the organisation. The initiative aims to proactively eliminate workplace hazards, improve operational awareness and drive continuous improvement in safety performance, thereby contributing to a safer and more sustainable work environment.

At Innovassynth, the health and well-being of our stakeholders remain a top priority for us. We have implemented comprehensive Health & Safety Management Systems across our research, manufacturing, and operational facilities to ensure a secure and healthy workplace for employees, contract workers, and visitors. By aligning our systems with globally recognised occupational health and safety standards, we continuously work toward identifying, assessing, and mitigating workplace risks through structured processes and preventive controls. During CY 2025, 100% of employees and workers under our operational control were covered under occupational health and safety management systems that were audited. And 100% workers covered under worker representation. Workers are encouraged to report unsafe conditions and near-miss incidents through reporting mechanisms. Employees and contract workers are also empowered to remove themselves from unsafe work situations without fear of reprisals, in line with the Work Permit System. Quarterly joint management-worker safety committee meetings support collaborative decision-making and implementation of corrective and preventive safety measures across operations.

To further strengthen employee health management, our Occupational Health Centre (OHC) plays a critical role in monitoring and maintaining occupational health standards across the organisation. The centre supports regular health assessments, medical monitoring, emergency preparedness, and wellness programmes to help maintain a safe and healthy workplace for employees, contract workers, and visitors. Annual health surveillance is conducted for all employees and contractors, while six-monthly periodic health surveillance is undertaken for personnel engaged in hazardous processes. The organisation maintains a fully functional Occupational Health Centre equipped with a qualified doctor and nurse on the company payroll to support occupational healthcare and emergency response management. In addition, 100% employees are covered under health insurance, and their dependants are provided access to non-occupational healthcare services through health insurance coverage supporting hospitalisation, medical treatment, and healthcare assistance beyond workplace-related health concerns. The organisation also conducts regular health awareness and wellness training programmes to promote preventive healthcare awareness and employee well-being.

During the reporting year, no High Consequence Injuries (HCIs) were recorded.

Process Safety and Risk Assessment

Risk assessment is a critical component of our process safety management. For all new products developed at the R&D stage, a Hazard and Operability (HAZOP) study is conducted before scaling up to commercial production. This systematic exercise helps identify

potential hazards and implement necessary mitigation measures prior to manufacturing.

The recommendations arising from the HAZOP study are thoroughly verified during the pre-Start-up Safety Review (PSSR) to ensure

Work related injuries:

CY 2025	
Category	No. of major accidents as a result of work-related injuries
Male	1
Female	0



readiness for safe operations. HAZOP studies are also carried out for new molecules and any major process modifications, reinforcing our commitment to proactive risk management and safe manufacturing practices.

CY 2025						
Employee Category	Total Man hours Worked in the Reporting period		Total No. of days worked in the reporting period		Total No. of missed days in the reporting period	
	Male	Female	Male	Female	Male	Female
Senior Management	8652	0	1081.5	0	0	0
Middle Management	55576	4264	6947	533	0	0
Junior Level Employees	278744	35200	34843	4400	0	0
Contractual Employees	4912	368	614	46	0	0
Permanent Workers	95884	0	11985.5	0	0	0
Contractual Workers	45425	0	3634	0	0	0

Total	489193	39832	59105	4979	0	0
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Environmental sustainability remains an integral component of our operational strategy. Through focused initiatives on resource efficiency, waste minimization, pollution prevention, and responsible chemical manufacturing, we continue to reduce our environmental footprint while improving operational efficiency and long-term sustainability performance. The organization also works proactively to prevent and mitigate occupational health and safety risks associated with contractors, vendors, transporters and visitors through structured induction programs, mandatory PPE usage requirements and external vehicle inspection protocols covering insurance, PUC certification, driver licenses, and transporter documentation. Workplace hazards are identified through systematic risk assessments, internal safety audits, and analysis of incident trends. During the reporting period, fire hazards associated with static charge accumulation were identified as significant operational risks with potential to contribute to high-consequence incidents. To mitigate these risks, engineering and preventive control measures including conductive hose pipes, anti-static drums for solvent handling and earth monitoring systems were implemented. Additional protective measures such as provision of fire-retardant suits for employees and contract workers were also strengthened to enhance workplace safety and emergency preparedness. All work-related incidents are investigated in accordance with Standard Operating Procedure through root cause analysis and implementation of corrective actions based on the hierarchy of controls to strengthen preventive measures and improve the effectiveness of the occupational health and safety management system.



Energy & Resource Efficiency

We focus on enhancing operational efficiency through optimised resource utilisation and energy-conscious manufacturing practices. By integrating efficiency-driven measures into our operations, we aim to improve productivity while supporting our broader sustainability objectives.

We focus on strengthening process efficiency, improving utility performance, and adopting energy-efficient infrastructure across our facilities. We continuously evaluate opportunities to optimise consumption patterns, improve process reliability, and enhance operational effectiveness through technology-driven improvements and responsible operational practices.

Through continuous improvement initiatives and sustainable manufacturing practices we remain focused on creating long-term environmental and operational value while supporting responsible business growth.

In 2025, we expanded production at our Khopoli plant while advancing our sustainability goals. We utilized 2336.89 GJ of renewable solar energy, accounting for 7.8% of total energy consumption, and increased thermal captive energy use to 3%. Compared to 2024, our Scope 1, Scope 2, and Scope 3 emission contributions reduced to 12.2%, 19.3%, and 14.4%, respectively, reflecting our continued commitment to decarbonization and sustainable growth.

We have also set a long-term target to reduce our total greenhouse gas (GHG) emissions by 90% by 2050, using Calendar Year 2025 as the baseline year. Our baseline GHG emissions for 2025 are 140,222.98 MTCO₂e, against which our progress toward achieving this target will be measured.

Electricity Consumption:

CY 2025			
Parameter	UoM	Pune	Khopoli
Electricity	GJ	2069.35	26893.75
Solar	GJ	0	2336.89

Fuel consumption:

CY 2025		
Parameter	UoM	Khopoli
Biofuels	GJ	97553.38
LPG	GJ	260.623
HSD	GJ	3619.56

Total Energy Consumption:

Parameter	UoM	CY 2025
Total renewable energy	GJ	99890.27
Total non-renewable energy	GJ	32843.28
Total energy	GJ	132733.55

Parameter	UoM	CY 2025
Energy Intensity	GJ/Mn INR	131.42

Our Pune corporate office has minimal fuel consumption, as its operations are primarily administrative in nature and do not involve significant fuel-intensive activities.

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Advancing Product-Level Climate Transparency

At Innovassynth, we are committed to understanding and reducing the environmental impacts of our products throughout their life cycle. As part of this commitment, we have initiated Product Life Cycle Assessments (LCA) to identify environmental hotspots and support data-driven improvements in product sustainability.

We conducted cradle-to-gate Product Carbon Footprint (PCF) assessments for our products, including INSG and INDC, following internationally accepted life cycle assessment methodologies. The studies evaluated the climate change impacts associated with raw material procurement, energy consumption and transportation activities, expressed as Global Warming Potential over a 100-year period (GWP100) in kg CO₂ equivalent (kgCO₂e) for a declared functional unit of 1 kg of product.

The assessment of INSG identified raw material consumption as the largest contributor to the product's environmental footprint, accounting for approximately 50% of the total impact, followed by grid electricity consumption, which contributes around 24%. Similarly, the assessment of INDC revealed that raw materials account for nearly 90% of the product's carbon footprint, with Acetyl chloride contributing approximately 55% and Aluminium chloride approximately 37% of the total Global Warming Potential.

These assessments provide valuable insights into the key drivers of product-related emissions and enable us to prioritize improvement initiatives across our operations and supply chain. Going forward, we will continue working with suppliers, improve resource efficiency, increase the use of cleaner energy sources, and integrate life cycle thinking into product development to reduce the environmental footprint of our products and support our long-term sustainability goals.



Sustainable Product Development

We developed an improved grade of 2-Pentyl(cyclopentadienyl) Indium through pilot-scale process optimization to enhance product yield, purity, consistency, and material utilization while reducing solvent residues and hazardous reagent consumption. Our improved product enables customers to achieve higher recovery during redistillation (from ~80% to ~95%), reducing raw material, solvent, reagent, and energy consumption by approximately 20%. It also helps minimize hazardous waste, VOC emissions, disposal requirements, and cleaning solvent usage, thereby lowering the overall environmental impact during customer processing. Through this initiative, we support sustainable manufacturing by improving process efficiency and reducing resource consumption across the value chain.

Waste, Water & Emissions

We are committed to minimising our work's environmental impact by appropriately managing waste, water, and emissions. We recognise the importance of maximising resource utilisation while minimising environmental impacts to achieve sustainable development and operational resilience. Our strategy focuses on waste reduction, water conservation, pollution avoidance, and continual improvement of environmental performance through compliance-driven controls and low-impact operational methods.

We prioritise sustainable waste management as part of our environmental stewardship and operational performance. We recognise the significance of effective waste management practices in lowering environmental impact, conserving natural resources, and supporting long-term environmental sustainability. We not only manage waste responsibly, but we also work to reduce waste generation on a constant basis through process optimisation, resource efficiency, and circular economy strategies.

Emissions:

Parameters	UoM	CY 2025
Scope 1	tCO ₂ e	310.96
Scope 2	tCO ₂ e	5700.21
Scope 3	tCO ₂ e	134211.80
Total	tCO ₂ e	140222.98
Emission Intensity	tCO₂e/Mn INR	138.83

Scope 3:

Parameters	UoM	CY 2025
Employee commute	tCO ₂ e	0.53
Business Commute	tCO ₂ e	7.753
Water consumption	tCO ₂ e	31.28
Waste water treatment	tCO ₂ e	2.33
Hazardous Waste	tCO ₂ e	14.22
Paper Waste	tCO ₂ e	0.02
Downstream transportation	tCO ₂ e	134155.65

Air Emissions

Parameters	UoM	CY 2025
Particulate Matter (PM)	Tonnes/year	37.78
Sulphur dioxide (Sox)	Tonnes/year	13.52
Nitrous oxide (Nox)	Tonnes/year	4.25

The concepts of reduce, reuse, and recycle are key to our waste management strategy, with a focus on minimizing trash at its source while optimizing recovery and reuse alternatives whenever technically and economically feasible. We are always reviewing our manufacturing and operational processes to identify new ways to increase material efficiency, eliminate process losses, and encourage sustainable manufacturing. We segregate waste generated from manufacturing, laboratory, utility, and administrative activities at source into hazardous and non-hazardous streams, enabling its safe handling, treatment, recycling, and disposal. Hazardous waste is disposed of through approved processors and disposal sites in compliance with the environmental laws, and recyclable items like paper, plastics, metal, and packaging waste are channelled to recovery and recycling processes wherever possible.

Waste Generated:

Parameter	UoM	CY 2025
Hazardous Waste	Tonnes	1281.96
Non-Hazardous Waste	Tonnes	1936.49
Biomedical waste	Tonnes	0.00011
E- waste	Tonnes	0.31
Aqueous Aluminium Chloride (PAC)	Tonnes	3363.87
Total Waste generated	Tonnes	6582.63
Waste intensity	Tonnes/Mn INR	6.52

No significant spills were reported during the reporting year 2025.

We prioritize circular waste management practices by maximizing resource recovery and minimizing disposal. In CY 2025, 94% of our waste was sent to authorized recyclers, enabling material recovery and reuse, while chemical waste was recycled wherever feasible. The remaining waste was managed through authorized CHWTSDF facilities, with only 3% disposed of through landfill and 2% through incineration.

Water conservation is an important part of our environmental management approach. Water usage is constantly monitored, and water-efficiency strategies are implemented across operations. Process optimisation, water reuse, recycling, and the usage of efficient utilities all help to reduce freshwater use and waste. Waste generated during machinery operation is cleaned and disposed of appropriately to meet legislative requirements and decrease environmental effect

Water:

Parameter	UoM	CY 2025
Total Water Withdrawal	KL	158590
Total Water recycled	KL	53216
Total Water Consumption	KL	211806
Water Intensity (KL/Mn INR)	KL/Mn INR	209.71

We work to reduce emissions and encourage more environmentally friendly production by introducing cleaner manufacturing processes, energy-efficient technologies, preventative maintenance of production machinery and equipment, and responsible management of volatile compounds and process emissions. There are suitable emissions monitoring and control facilities in place to ensure emissions do not exceed environmental limits and are kept within permit requirements.



As part of our commitment to environmental stewardship, we actively promote sustainable practices across our facilities by building employee awareness and reinforcing accountability for environmental performance. Regular training and awareness programmes are conducted to strengthen knowledge of waste segregation, resource conservation, pollution prevention, and environmentally responsible workplace practices. Empowering and engaging employees is

fundamental to achieving our sustainability goals and fostering a culture of continuous improvement.

We continuously assess opportunities to improve operational efficiency and reduce the environmental impacts of our manufacturing activities. Through process innovation, optimisation of utility consumption, and the adoption of energy and resource-efficient technologies, we strive to enhance resource productivity while minimising waste generation and emissions intensity. We also maintain strong partnerships with authorised vendors and service providers to ensure that all waste streams are managed, transported, recycled, treated, and disposed of responsibly and in compliance with applicable statutory and environmental requirements.

Our operations continue to include environmental monitoring and compliance management. The periodic inspections, environmental assessments, internal audits, and performance reviews evaluate the effectiveness of our environmental management systems and identify areas for improvement. Corrective and preventative activities are conducted to improve environmental controls and ensure compliance with applicable legislation and standards.

We also realise the importance of using sustainable materials and packaging and how it reduces our environmental footprint. We advocate the use of recyclable and reusable packaging materials

wherever possible, as well as programmes that promote resource recovery and circular economy principles across the value chain.

We intend to consistently enhance our environmental performance, lower our ecological footprint, and contribute to sustainable and environmentally responsible manufacturing by including responsible waste management, water management, and emissions management into our operations.

Effluent Treatment and Water Recycling Process

Wastewater generated from plant effluent, UF backwash, and MEE condensate is collected in the Equalization Tanks, where it is continuously mixed using coarse bubble diffusers. The pH is monitored and adjusted to 7–8 using dilute caustic lye. Once neutralized, the wastewater is pumped to a flash mixer and then to the Primary Settling Tank (PST) for removal of settleable solids. The clarified effluent from the PST enters the Bioreactor, where fine-bubble aeration supports the growth of activated biomass that biologically degrades organic pollutants, reducing BOD and COD levels. Nutrients such as urea, DAP, and jaggery are added when required to maintain healthy biomass activity. The mixed liquor then flows to the Secondary Settling Tank, where biological sludge settles. A portion of the settled biomass is recycled back to the bioreactor to maintain microbial concentration, while excess sludge is transferred to the Sludge Thickener Tank.

In the Sludge Thickener, primary and biological sludge are conditioned with air and polyelectrolyte before being dewatered using a filter press or Multi Disc Screw Press (MDSP). The dewatered sludge is sent for final disposal, and the separated water is removed from the system.

EMPOWERING PEOPLE



People & Culture

Employee well-being and active engagement are fundamental to our vision of building an innovative, resilient, and sustainable organisation. As a people-centric company operating in the niche chemicals and life sciences sector, we recognise that our long-term success depends on the health, safety, development, and empowerment of our employees.

We are committed to fostering a workplace culture rooted in innovation, integrity, inclusivity, and collaboration. We strive to create an environment where employees feel valued, are encouraged to contribute their ideas, and are provided with opportunities to learn, grow, and achieve their full potential.

Our approach entails creating a healthy and safe work environment with a focus on professional development, equal opportunity, lifelong learning, and occupational health and safety. Our excellent EHS management procedures guarantee high workplace safety and quality as well as the health and welfare of our workers. We also place a strong emphasis on open communication and teamwork because diverse perspectives and individual participation lead to advancements.

We believe that continuous investment in employee development is essential in all functional areas, it is essential to invest in the ongoing improvement of skills, competencies, and leadership. We aim to develop a workforce that is both driven and future-ready by educating and involving our staff via the encouragement of accountability and respect for one another.

We believe in conducting responsible business and expanding sustainably, so we want to offer possibilities not just for our own employees but also for others with ties to our value chain. By incorporating people-centric ideas into our organisation's philosophy

and global sustainability strategy, we aim to enhance employee satisfaction and well-being.



Employee Hires and Turnover Rate

We acknowledge that sustaining innovation, operational excellence, and long-term corporate success depend heavily on attracting, nurturing, and upholding talented employees. Our people continue to be the cornerstone of our success as research-driven chemical manufacturing, allowing us to provide top-notch solutions in the life sciences and speciality chemicals industries. In line with our corporate principles and ambitions for global sustainability, including fair wages and inclusive economic growth, we are dedicated to creating an equitable, inclusive, and growth-orientated workplace.

Our team is dispersed among our manufacturing operations at the Khopoli manufacturing site and our Pune headquarters, which collectively support our corporate, quality, production, research, and development services. With more skilled workers, we are still developing a collaborative, people-focused culture that promotes creativity, ongoing education, and responsibility. Employees can work in a dynamic environment that blends scientific knowledge, innovative manufacturing skills, and customer-focused operations thanks to our two operational plants and integrated infrastructure.

We are seeking individuals who share our values of sustainability, creativity, integrity, quality, and safety. To help employees adjust to changing industry requirements and function well in a globally connected corporate environment, structured onboarding programmes, technical training initiatives, leadership development activities, and chances for ongoing learning are offered. Employees are encouraged to enhance their technical skills and pursue long-term career growth inside the organisation by being exposed to global quality standards, customer demands, and innovative technologies.

Employee retention and engagement continue to be crucial markers of workforce stability and organisational health. Through capability-building programmes, performance management systems, internal growth opportunities, and ongoing employee involvement, we focus on developing meaningful career options across manufacturing, R&D, supply chain, engineering, quality, and corporate activities. We think that maintaining process efficiency, operational dependability, and product quality requirements requires creating a high-performance culture, especially in production and technical operations.

We continue to improve employee satisfaction, workforce stability, and long-term talent retention by encouraging open communication, acknowledging employee contributions, and making investments in people development. Through these initiatives, we aim to create a workforce that is resilient and prepared for the future, one that will continue to propel innovation, operational excellence, and long-term success.

Employee Hire:

Parameter	CY 2025
New employee hires	88
Employee Resigned	54
Total Employee	280
Employee Turnover	19%

Employee Engagement

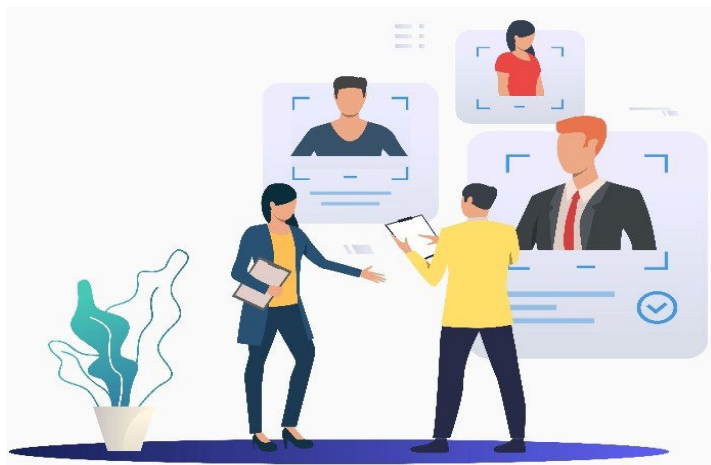


At Innovassynth, we believe that a driven and inspired team fuels growth and efficiency at every level. Ongoing training, development, and skill-building define our culture, underpinning our long-term resilience and success. We are committed to fostering a work environment built on collaboration, respect, inclusivity, and shared purpose, where employees feel valued and are proactive to perform their best.

Our employees are at the core of our organisation, contributing across consistent research, product innovation, quality assurance, and corporate functions. To support structured learning and development, we conduct regular training programmes, technical workshops, and

Ratio of Entry Level Wages	
Parameter	CY 2025
Junior Employees	1
Contractual Employees	1
Permanent Workers	1
Contractual Workers	1

Percentage of senior management hired from the local community	
Significant Operations	CY 2025
Khopoli	100%
Pune	75%



knowledge-sharing sessions with both internal and external trainers. These workplace trainings enhance operational excellence and professional competencies, promote safety awareness, and align employees with evolving industry standards and business objectives.

To foster a positive workplace culture, we ensure that every important event or significant day is celebrated with enthusiasm across both our locations. These celebrations help strengthen interpersonal relationships, enhance teamwork, and create a keen sense of belonging among employees.

Recognizing employees for their invaluable contributions should be a core value of any people-centric organization. In line with this belief, we consistently conduct rewards, recognition, and appreciation programs to highlight and celebrate their achievements. These initiatives not only boost morale but also foster organizational loyalty among the workforces. We also encourage employee participation and sustainability-related initiatives, reinforcing our commitment to responsible people's practices.

Employee interaction and transparent messaging are a significant part of improved employee engagement practices. Therefore, we maintain multiple channels of clear communication, feedback, and leadership announcements to ensure every victory or milestone achieved is well highlighted and appreciated. By promoting an environment of freedom of expression and mutual trust, we continue to build a collaborative and future-ready workforce.

100% of employees were covered under the Employee Satisfaction Survey.

Employee Benefits

Our employee benefits program is designed to support the diverse needs of our workforce by providing valuable resources that promote health, financial stability, and work-life balance. These benefits reflect our commitment to fostering employee satisfaction and long-term success.

Our employee welfare and benefits programmes are designed to improve quality of life, promote well-being, and support work-life balance across the organization. We strive to provide a safe, healthy, and respectful workplace where all employees are treated with dignity and have access to opportunities that support their personal and professional well-being.

As part of our commitment to employee care, we offer a range of benefits, including health insurance, Group Term Insurance (GTI), and Group Personal Accident (GPA) insurance for full-time employees. We also implement preventive healthcare measures, health awareness and promotion initiatives, and periodic medical examinations to support the long-term health and well-being of our workforce.

One of the key issues that Innovassynth addresses is occupational health and safety in our manufacturing facilities. Our employee benefits package covers several important topics, including safety, occupational health care services, and health surveillance. Our Occupational Health Centre provides oversight and support for all employee medical concerns, ensuring timely access to healthcare services and occupational health assistance. This facility offers medical assistance and other health services, particularly to staff members engaged in operational procedures.

Beyond our core employee benefits, we offer a range of welfare initiatives that support the well-being and convenience of our

employees both at work and in their personal lives. Furthermore, we implement policies and support programmes that promote employee satisfaction and work-life balance, including maternity leave provisions and employee assistance programmes. Through these initiatives, we seek to create an environment where employees can thrive both professionally and personally.

At Innovassynth, we provide our contractual and support employees with a variety of health and safety benefits. These include health care, PPE kits, health and safety training, and employee engagement initiatives that guarantee everyone's safety and equality at work.

During CY 2025, no female employees availed themselves of maternity or extended leave benefits. As a result, the return-to-work rate and retention rate for female employees were both 100% during the reporting period. These outcomes reflect the stability of our workforce, strong employee engagement, and our ongoing commitment to employee well-being through a supportive and inclusive workplace environment at Innovassynth.



BENEFITS



Group Mediclaim



Maternity Leave



Accident Policy



Gratuity Policy



Subsidized Canteen Food Facility



**Health Awareness Program
delivered by Chief Medical Officer**

Training & Capability Development

At Innovassynth, training and education are a key component of our HR strategy and represent our commitment to developing a workforce that is knowledgeable, prepared for the future, and innovative growth. Given the nature of our business operations in the speciality chemicals and life sciences industries, it is necessary to continuously improve employee capabilities to guarantee operational excellence, uphold high standards of product quality, enhance our safety procedures, and adjust to regulatory changes.

We take a methodical and all-encompassing approach to workforce learning and development so that workers from various departments and organisational levels have access to learning opportunities that improve their professional and personal skills. We invest in learning and development programmes that enhance employees' technical and functional skills while strengthening their behavioural, managerial, and interdisciplinary capabilities, enabling them to contribute effectively to organisational growth and innovation.

In CY 2025, we conducted training and development programmes for employees across all organisational levels, including senior management, middle management, junior-level employees, permanent employees, contractual employees, and contractual labourers. A total of more than 1,290 training hours were delivered during the year, averaging approximately 1.53 hours of training per employee. This demonstrates the organisation's strong focus on building technical competencies and enhancing the capabilities of its emerging workforce.

The foundation of Innovassynth's corporate learning and development framework is built upon five core values like, quality, safety, integrity, innovation, and sustainability. These principles shape our training

initiatives and support the development of a skilled, responsible, and future-ready workforce.

Our technical and operational training programmes are designed to strengthen employee capabilities across key functional areas relevant to our business operations. These programmes support improvements in operational efficiency, quality management, process discipline, regulatory compliance, workplace safety, documentation practices, and continuous improvement.

Training initiatives also focus on enhancing problem-solving abilities, risk-based thinking, material and process control, audit preparedness, and adherence to internal systems and procedures. In addition, training on ISO 9001:2015 requirements help strengthen awareness of quality management systems, process-based approaches, documentation, risk-based thinking, and continual improvement practices.

Employee development at Innovassynth extends beyond technical training. Through structured performance management frameworks, regular feedback, leadership development initiatives, and career development assessments, we support employee growth, succession planning, engagement, and long-term career progression.

Our continued focus on learning, performance development, employee engagement, and well-being helps us build a capable, motivated, and future-ready workforce that contributes to organisational growth and creates value for stakeholders.

No. of Training Courses	Avg. training hour per male employee	Avg. training hour per female employee
50	2.57	3.25

List of Training Topics

ENVIRONMENT, HEALTH & SAFETY (EHS)	
Safety Management & Risk Assessment	
	Procedure of Hazard Identification & Risk Assessment (HIRA)
	General Safety Rules
	Near Miss Reporting & Accident Investigation
	Incident Reporting, Investigation & Prevention
	Incident Management Committee Meetings
Hazard Awareness & Risk Mitigation	
	Nitrogen Asphyxiation Risk & Control
	Compressed Gas Cylinder Safety
	Workplace Health & Safety Risks & Controls
	Carcinogenic & Hazardous Chemical Handling
	Out of Specification (OOS) Investigation
Emergency Preparedness & Response	
	Firefighting Training & Mock Drills
	On-site Emergency / Response Plan
	SCBA Demonstration & Usage
	First Aid Training
Workplace Safety Practices	
	PPE Usage & Chemical Handling Awareness
	PPE Selection, Use & Maintenance
	Confined Space Safety
	Unit Operations & Process Safety
Environmental Sustainability	
	Energy Conservation
	Energy & GHG Management
	Responsible Water Usage
	Waste Management & Water Recycling
Standards & Systems	
	ISO 45001:2018 & ISO 14001:2015
	Health & Safety Policy
	Internal Auditor Training

QUALITY ASSURANCE (QA)	
Quality Systems & Compliance	
	Good Documentation Practices (GDP)
	ISO 9001:2015 Standards
	Data Integrity
	Information Security (ISMS & Cybersecurity)
Materials & Supply Chain	
	Material Receipt & Issuance
	Vendor Qualification
	MSDS Awareness & Interpretation
Process & Production Control	
	Production Planning & Control
	Equipment & Instrument Qualification
	& Hold Time Studies
Quality Monitoring & Improvement	
	Market Complaints & CAPA
	Deviation & Root Cause Analysis
	Change Control (SOP/ OHC/ Medical)
	OOS Investigation Handling
Training & Audits	
	Awareness Training
	Internal Auditor Certification
Ethics & Workplace Practices	
	Prevention of Sexual Harassment (POSH)
	Anti-Bribery & Ethics
	Labour Welfare





Celebration of World Environment Day -2025

Innovassynth celebrated World Environment Day 2025 through a tree plantation drive and employee engagement activities, including poster-making, quiz, and slogan-writing competitions. The initiative promoted environmental awareness, encouraged sustainable practices, and recognized outstanding participants for their creativity and commitment to a greener future.



Appreciating Our Security Champions

To recognize dedication and exemplary service, Innovassynth presented Well Done Cards to security personnel for their commitment to maintaining a safe and secure workplace. This appreciation initiative reinforces a culture of respect, motivation, and recognition for employees who contribute significantly to operational excellence.



Performance:

Measures employees' work, achievements, and contribution to goals.



Appraisal:

Reviews performance to identify strengths and improvement areas.



Rewarding:

Recognises and appreciates employee contributions.



System:

Provides a structured process for review, feedback, and growth.

Performance Appraisal and Employee Development

At Innovassynth, employee development is supported through the Performance Appraisal Review System (PARS), which provides a structured framework for evaluating employee performance, identifying development needs, and supporting career progression. PARS enables the organisation to assess individual contributions in alignment with departmental goals, business priorities, and overall organisational objectives.

Through the PARS process, employees receive periodic performance reviews and constructive feedback from their reporting managers. The system helps evaluate key performance areas, role-specific responsibilities, competency development, behavioural attributes, and achievement of assigned objectives. It also provides an opportunity for employees and managers to discuss strengths, improvement areas, training needs, and future growth opportunities.

The appraisal process plays an important role in promoting transparency, accountability, and continuous improvement across the organisation. It supports better workforce planning, succession readiness, employee engagement, and capability building by linking individual performance with organisational expectations.

By implementing PARS, Innovassynth aims to create a performance-driven culture that recognises employee contributions, encourages professional development, and supports the long-term growth of both employees and the organisation.

Performance Appraisal		
Category	Unit	CY 2025
Senior Management	Number	6
Middle Management	Number	33
Junior Level Employees	Number	134
Workers	Number	45

Human Rights & Labour Practices

We certainly believe that the protection of human rights, ethical labour practices, and the health and wellbeing of all those engaged in our business operations are the cornerstones of our organization's sustainable and responsible growth. As a business in the life science and specialty chemicals sectors, we want to create a corporate culture that values honesty, equity, inclusivity, respect, and dignity. While adhering to legal requirements is crucial, we go above and above to make sure that our business fosters a secure and empowered workplace for all our employees.

Our organization is committed to upholding current labour laws, moral business conduct, and global human rights norms, including those set forth by the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the International Labour Organization (ILO). We work to successfully carry out our human rights obligations by integrating human rights considerations into our day-to-day operations, employee interactions, contractor management, and stakeholder connections.

The fundamental principles of Innovassynth are equality, respect for diversity, non-discrimination, and equal opportunity. We work to prevent child labour, forced labour, harassment, discrimination, and exploitation in the workplace. Other principles we uphold for our employees and workers involved in our activities include fair employment practices, excellent conduct, freedom of association, and a safe and healthy working environment.

Health and safety for employees have always been a top priority for the organization. We continuously strive to strengthen our workplace safety culture and minimize occupational risks across our manufacturing and operational units through robust EHS management systems, regular safety training programs, proactive risk assessment practices, and ongoing employee awareness initiatives. A key corporate commitment has been to educate employees about their rights, responsibilities, and grievance redressal mechanisms.

We are consistently dedicated to promoting a diverse, inclusive, and respectful workplace culture in accordance with global sustainability concerns, such as the Sustainable Development Goals (SDGs) of the UN concerning gender equality, decent work, decreased inequality, and inclusive growth. Building long-term organizational resilience and producing sustainable value for workers, clients, communities, and other stakeholders, in our opinion, requires empowering people, encouraging moral business conduct, and defending human rights.

All 23 security personnel received Human Rights training, with an average of 8 training hours per person. Additionally, the organization confirms that Human Rights training requirements are extended to third-party agencies providing security personnel.

Non-Discrimination

At Innovassynth, inclusivity and equal opportunity are fundamental to our people practices and organisational culture. We are committed to creating a workplace where every individual is treated with respect, valued for their unique contributions, and provided with equitable opportunities for growth, development, and engagement.

We believe that an inclusive workplace fosters innovation, encourages diverse perspectives, and strengthens collaboration across the organisation. By cultivating a culture grounded in fairness, respect, and a sense of belonging, we empower our employees to contribute their unique talents, achieve their full potential, and actively participate in our shared success. Through our commitment to inclusivity and equal opportunity, we aim to build a resilient, engaged, and high-performing workforce that supports the long-term sustainability, growth, and success of the organisation.

The fundamental principles of equity, meritocracy, respect for one another, and non-discrimination serve as the foundation for our diversity and inclusion initiatives. We want to establish an environment where employees can feel valued, comfortable, and driven regardless of their gender, age, religion, ethnic or cultural heritage, ability, or any other personal characteristic. We think that different points of view are crucial to our organisation's development and creativity.

We promote equal opportunity at all stages of the employment process, including recruitment, training, remuneration, performance evaluation, and career advancement. Policies and processes have been implemented to ensure that there is no discriminatory practice, such as harassment, discrimination, or any other sort of unfair treatment.

ZERO cases of discrimination & harassment

Child Labour

We have a zero-tolerance policy regarding child labour in the supply chain and operations of our business. In addition to closely abiding by all national labour laws and international labour standards pertaining to the minimum working age and employee rights, we strive to conduct our business operations with the highest ethics and professionalism.

We are committed not only to our operations but also to the contractors, suppliers, and business partners that are part of our supply chain. We strive to promote ethical labour standards in our business environment by including vendors in compliance inspections and increasing awareness.

We have implemented internal controls, monitoring, and compliance procedures for ethical procurement and corporate social responsibility in order to handle any potential dangers with the use of children as labourers.

ZERO cases of child labour

Forced Labour

Any form of forced, bonded, or involuntary labour is not tolerated in our operations or value chain. We intend to ensure that all employment agreements are equitable and voluntary, that labour laws and other

ethical issues are followed, and that there is mutual respect in all job-related problems. We passionately believe that everyone has the right to work in a courteous, safe, and non-threatening atmosphere.

We eliminate the likelihood of forced labour through clearly established employment conditions, workplace transparency, compliance monitoring, due diligence, and boosting awareness and communication about ethical labour practices.

The organisation's need to uphold business ethics extends throughout the organisation's value chain, where suppliers and other stakeholders are urged to adhere to human rights and labour laws.

ZERO cases of forced labour

Freedom of Association & Collective Bargaining

We believe that respect, open communication, and active employee participation are fundamental to fostering an inclusive and supportive workplace. Our policies are designed to ensure that employees can freely express their views, provide feedback, and raise workplace-related concerns without fear of retaliation or adverse consequences. By promoting a culture of transparency and trust, we empower employees to contribute meaningfully to the organisation's growth and success.

While the organisation does not currently have a collective bargaining agreement with employee unions, it remains committed to fostering open communication and constructive engagement between employees and management. We encourage open communication, meaningful dialogue, and collaboration through safety committees,

employee engagement initiatives, and various communication forums across the organisation. These mechanisms enable the free exchange of ideas, strengthen workplace relationships, address concerns in a timely manner, and contribute to a positive and inclusive work environment.

We are committed to maintaining a workplace where diverse perspectives are valued, employee voices are heard, and concerns are addressed fairly and effectively. Through continuous engagement and open communication, we foster a culture built on mutual respect, collaboration, and ethical business conduct, enabling both organisational growth and operational excellence.

Diversity & Inclusion

We believe that fostering a diverse and inclusive workplace is essential to building a resilient, innovative, and future-ready organisation. We value diversity across gender, experience, perspectives, and professional backgrounds, recognising that a broad range of viewpoints strengthens creativity, enhances collaboration, and drives better decision-making. By cultivating an inclusive culture where individuals feel respected, empowered, and able to contribute their unique talents, we create an environment that supports both organisational success and sustainable growth.



ZERO incidents involving violations of the rights of Indigenous Peoples during the reporting

We are dedicated to creating an environment at work where all workers are respected, treated fairly, and given equal chances to develop and thrive. To ensure an open and merit-based workplace, our people's policies and procedures are made to support equality in hiring, training, career development, performance reviews, and leadership opportunities.

We routinely conduct employee engagement activities, awareness workshops, and training programmes centred on ethical conduct, workplace behaviour, mutual respect, and inclusive practices to enhance inclusion and workplace awareness. We continue to foster a cooperative workplace that promotes involvement, values a range of viewpoints, and fosters long-term organisational success through these initiatives.

Employee Category	Age group			By Gender		Employee from other groups which indicate diversity - disability etc.	
	< 30 years	30-50 years	> 50 Years	Male	Female	Male	Female
Board of Directors	0	3	5	6	2	0	0
Senior Management (M3 and above)	0	2	4	6	0	0	0
Middle Management (M4 to M8)	0	24	9	30	3	0	0
Junior Level Employees (M9, M10, M11)	87	108	1	176	20	1	0
Workers	0	7	38	45	0	0	0
Total	87	141	52	257	23	1	0
	280						
Percentage	31%	50%	19%	92%	8%	0%	0

Occupational Health & Safety

In all of our operational facilities, the health and safety of our employees, workers, contractors, and guests remains one of our organization's top priorities. We have a commitment to ensure that we have a healthy and safe work environment by practicing pro-active risk management, good EHS practices, and other initiatives that aim at improving our operations continuously. We have acquired the certification for ISO 45001:2018-accredited occupational health and safety management system that follows the best practices.

All workers, contractors, and guests in all operational plants are subject to the occupational health and safety management system. Several procedures, including inspections, process reviews, safety audits, incident investigations, and risk assessments, are used to identify workplace dangers for both routine and non-routine operations. A risk hierarchy is used to implement appropriate management mechanisms.

The successful implementation of safe working practices is largely dependent on safety initiatives including training sessions, training record keeping, and our Pre-Startup Safety Review (PSSR). Through the proper channels, such as safety committee meetings, employees can also report any risky behaviour or near-misses that occur within the reporting period. Employees must also put an end to risky behaviour within the organization and report any infractions without fear of retaliation.

One of our main operational concerns is the potential for static charge accumulation to result in fire hazards. Engineering control methods, such as the construction of conductive hose lines, the usage of antistatic drums, and the installation of earth monitors, have been put in place to reduce the fire dangers associated with static electricity.

Occupational health services are offered by us to our employees, including biannual health monitoring for individuals engaged in risky occupations and annual health monitoring for all workers and contract personnel. Additionally, our organization has a working Occupational Health Centre with a licensed physician and nurse on hand to assist with any emergencies. Health insurance benefits are also available to our employees and their dependents. Our EHS plan still heavily relies on worker participation. Every three months, management and employees participate in joint safety committee meetings. This makes it easier for employees to participate in concerns pertaining to their safety and other relevant issues.

In CY 2025, we recorded over 1,700 hours of occupational safety and health training for senior management, middle management, junior employees, permanent employees, and contracted personnel across operational plants. General safety, hazardous processes, emergency readiness, personal protective equipment, good operating practices, and incident prevention were among the training subjects covered. There were no instances of occupational illness documented for any category of workers, despite one major accident involving a junior employee who passed away at work. We are dedicated to improving operational management, preventive measures, and staff knowledge to provide a workplace that prioritizes health and safety.



Marketing & Labelling

We are committed to making sure that products are marketed, presented, and labelled with integrity, accuracy, and transparency. As a specialty chemicals and life sciences business that upholds ethical standards, we recognize that our customers and other stakeholders need accurate and trustworthy product information for safe handling and use.

Our organization complies with current regulations, industry norms, and customer demands when it comes to product labelling and communication. Significant details such as specifications, components, handling and storage information, safety precautions, hazard communication, batch details, and all other required regulatory disclosures should be included on product labels and all supporting documents. The goal of all our marketing and communication materials is to accurately portray the product's true nature while avoiding any deceptive or false information.

Additionally, we place high value on making sure that the organization's products comply with the standards for responsible communication, product stewardship, and quality assurance. During the reporting period, there were no instances of non-compliance with the marketing and labelling regulations.

Customer Health, Safety and Responsible Product Disposal

We are committed to ensuring that our customers receive comprehensive information on the safe handling, storage, use and disposal of our products. Product-specific Safety Data Sheets (SDS)/Material Safety Data Sheets (MSDS) and Technical Data Sheets (TDS) are provided to customers, outlining product hazards, recommended personal protective equipment (PPE), safe handling practices, storage conditions, first-aid measures and emergency response procedures. Customers are advised to follow appropriate industrial hygiene practices, use suitable PPE, and refer to the SDS/MSDS for detailed safety guidance. To reinforce safe product use, we affix GHS-compliant product labels on our packaging that provide essential information on product identification, hazard classification, precautionary statements, storage requirements and safe handling instructions. These labels help customers identify potential hazards and ensure safe transportation, storage and usage. We also guide customers on the responsible disposal of packaging materials and unused or expired products. Our Technical Data Sheets recommend that products reaching the end of their usable life be disposed of in accordance with applicable environmental regulations to prevent adverse environmental impacts. Through clear product documentation, safety labelling and regulatory guidance, we promote the safe use of our products while supporting responsible environmental stewardship across the product life cycle.



CSR PHILOSOPHY



Approach

Our CSR philosophy is founded on a commitment to creating long-term value for society while conducting business in a responsible, ethical, and sustainable manner. We seek to contribute to inclusive growth by supporting initiatives in education, healthcare, environmental sustainability, community development, and social well-being. Through these efforts, we aim to improve the quality of life in underserved communities, foster equitable opportunities, and promote sustainable development outcomes.

We believe that meaningful and lasting social impact can be achieved through strong partnerships with communities, local authorities, and implementation agencies. By aligning our CSR initiatives with national development priorities and stakeholder expectations, we strive to ensure effective program execution, measurable outcomes, and responsible stewardship. Our approach reflects our commitment to social responsibility, ethical business practices, and the empowerment of communities in the regions where we operate.



Project 1: Educational Infrastructure & Learning Support Initiative

As part of our Corporate Social Responsibility (CSR) commitment to advancing quality education and community development, we undertook this initiative to strengthen educational infrastructure in rural areas and create a more conducive and supportive learning environment for students.

The initiative focused on providing essential classroom materials and educational support to Chhatrapati Shivaji Maharaj School, Varsang, with the objective of improving classroom facilities and enhancing the overall teaching and learning experience. The availability of educational infrastructure is a pivotal factor in the academic development and self-assurance of students, especially in schools in low-income and underserved communities where resources may be scarce.

This project was designed to help create a positive and supportive school climate for teachers and students that facilitate learning activities.

Key Interventions

Educational Infrastructure Support

Provided green boards and essential classroom materials to the school to enhance the effectiveness of teaching and increase student engagement. The installation of appropriate classroom boards promotes better visibility, communication, and interactive learning.

Strengthening Rural Education

The initiative focused on supporting a rural educational institution by addressing basic infrastructure needs that directly contribute to enhancing the quality of education. The support extended to the school reflects the organisation's commitment to empowering rural communities through education.

Enhancing the Learning Environment

Improved classroom conditions to create a more organized, student-friendly, and productive learning atmosphere. Better classroom infrastructure helps teachers conduct lessons more efficiently while improving students' concentration and participation.

Community Development Through Education

By supporting local schools, the initiative also contributed to the broader development of the surrounding community. Improved educational facilities encourage higher student attendance, better academic involvement, and increased community confidence in local educational institutions.

Impact Created

- Improved classroom teaching infrastructure through the provision of green boards and educational materials
- Enhanced learning conditions and classroom engagement for students
- Supported teachers with better tools for effective classroom instruction.
- Strengthened educational facilities in a rural school community.

- Contributed towards improving access to quality education in underserved areas.
- Encouraged community participation and awareness regarding the importance of educational development.
- Created a more conducive and positive learning environment for students.

Conclusion

This initiative reflects our continued commitment to social responsibility through educational support and community upliftment. By strengthening classroom infrastructure at Chhatrapati Shivaji Maharaj School, Varsang, the organisation has taken a meaningful step towards improving the quality of education and creating better learning opportunities for children in rural communities. We believe that education is one of the most powerful tools for social progress, and through such initiatives, we remain dedicated to supporting schools and empowering future generations with improved educational resources and learning environments.



Support and guidance provided to the school by Innovassynth

Project 2: Educational Financial Assistance & Student Support Initiative

This CSR initiative was undertaken to provide financial assistance for school education to underprivileged students, with the aim of promoting inclusive education and supporting children from economically disadvantaged backgrounds. Recognizing education as a key enabler of social progress and empowerment, the initiative sought to ensure that financial constraints do not hinder a child's opportunity to learn and succeed.

The program was implemented in partnership with Dr. Ramhari Dhote Shishu Mandir, Khopoli, and focused on supporting students from low-income families and households facing financial hardships. Through targeted educational assistance, the initiative helped reduce the financial burden on families and enabled students to continue their academic journey without disruption.

Key Interventions

Financial Assistance for Student Education

Financial support was extended to the school to facilitate the payment of educational fees for students belonging to economically weaker sections of society. This assistance helped remove financial barriers that could otherwise affect students' access to education and academic continuity.

Support for Economically Vulnerable Families

The initiative specifically targeted students whose families were experiencing financial challenges or loss of earning support. By alleviating educational expenses, the program helped ensure uninterrupted schooling and reduced the risk of students discontinuing their education due to economic constraints.

Enhancing Access to Quality Education

Support was provided to strengthen the school's efforts in delivering quality education and maintaining access to learning opportunities for students in need. The initiative reinforced the principles of educational inclusion and equal opportunity for all children.

Promoting Community Welfare through Education

By investing in children's education, the initiative contributed to broader community development goals. Education serves as a foundation for long-term social and economic progress, and supporting young learners helps build stronger, more resilient communities.

Impact Created

- Supported educational continuity for students from economically challenged backgrounds.
- Reduced the financial burden on families facing economic hardships.
- Improved access to school education for deserving children.
- Strengthened inclusive and equitable learning opportunities within the community.
- Encouraged student retention and sustained academic participation.
- Contributed to community development through educational empowerment.
- Reinforced the importance of social support for vulnerable sections of society.

Conclusion

This initiative reflects our commitment to creating meaningful social impact through education and community development. By providing financial assistance to students at Dr Ramhari Dhote Shishu Mandir, Khopoli, we have helped ensure that financial challenges do not become barriers to learning and personal growth.

We believe that every child deserves the opportunity to gain experience, develop their potential, and build a brighter future. Through such initiatives, we remain committed to advancing inclusive education, empowering young minds, and contributing to sustainable social development in the communities we serve.



Project 3: Tuberculosis Elimination Support & Community Healthcare Initiative



The organization undertook a dedicated initiative to support tuberculosis (TB) patients in Khopoli, Raigad district, Maharashtra. The initiative was implemented in alignment with the Government of India's National Tuberculosis Elimination Programme (NTEP) and focused on improving the nutritional health and overall well-being of TB patients through community-based healthcare support.

Recognizing that proper nutrition plays a vital role in the recovery and treatment process of tuberculosis patients, the organization extended support by distributing nutritional food kits to patients undergoing TB treatment at the Khopoli Municipal Hospital. Under this initiative, 100 tuberculosis patients were adopted for continuous nutritional and

healthcare assistance to help strengthen their immunity and improve treatment adherence.

The initiative was widely appreciated by healthcare authorities, local medical officials, and community stakeholders for its contribution towards strengthening public health outreach and supporting vulnerable sections of society. By addressing the nutritional needs of TB patients, the organization contributed meaningfully towards improving patient care and supporting India's vision of becoming a TB-free nation.

Tuberculosis continues to remain a major public health challenge, especially among economically weaker and socially vulnerable communities. Malnutrition and TB are linked, as inadequate nutrition weakens immunity and affects treatment outcomes. Through this initiative, the organization aimed to provide holistic support by combining healthcare awareness, nutrition assistance, and collaborative action with public healthcare institutions.

Objectives of the Initiative

- To support the National Tuberculosis Elimination Programme (NTEP) through community-level healthcare interventions
- To improve the nutritional health of tuberculosis patients through the distribution of nutritional food kits
- To encourage treatment adherence and recovery among TB patients by providing sustained support
- To spread awareness regarding tuberculosis prevention, timely diagnosis, and proper treatment
- To strengthen collaboration between industry, healthcare institutions, and government authorities for public welfare

- To contribute towards building healthier and disease-free communities in Raigad district

Key Interventions

Nutritional Support for TB Patients

The organisation distributed specially prepared nutritional food kits to tuberculosis patients undergoing treatment at Khopoli Municipal Hospital. These kits included protein-rich and energy-rich nutritional products, essential vitamins, and food supplements aimed at improving patients' immunity and overall health condition.

A total of 100 TB patients were adopted under the initiative to ensure continuous nutritional assistance and long-term healthcare support during their treatment and recovery process.

Support Towards TB Elimination Efforts

The initiative actively supported the objectives of the National Tuberculosis Elimination Programme (NTEP) by contributing towards patient welfare, nutritional care, and awareness-building activities. The organisation worked closely with healthcare authorities and medical professionals to strengthen ongoing TB eradication efforts in the region.

This support helped improve healthcare outreach and encouraged greater community participation in the nationwide mission of eliminating tuberculosis.

Community Health & Awareness

Awareness was created regarding the causes, symptoms, prevention, and treatment of tuberculosis. The initiative highlighted the importance of early diagnosis, regular medication,

balanced nutrition, and patient counselling in successfully combating TB.

The programme also emphasised reducing social stigma associated with tuberculosis and encouraging patients to complete their prescribed treatment without interruption.

Collaboration with Healthcare Authorities

The initiative was implemented in coordination with healthcare professionals and officials associated with Khopoli Municipal Hospital and local TB healthcare departments. Medical experts, healthcare workers, and pharmacists participated in the programme and supported patient outreach activities.

The event witnessed the presence of healthcare dignitaries and representatives, including hospital authorities, TB supervisors, healthcare workers, and social representatives, who appreciated the organisation's contribution towards community healthcare.

Commitment Towards Social Well-being

Through this initiative, the organisation reaffirmed its commitment towards improving the quality of life for underprivileged and vulnerable communities. By supporting healthcare access, nutrition assistance, and disease awareness, the organisation demonstrated its dedication towards inclusive social development and sustainable community welfare.

The initiative also reflected the importance of corporate participation in addressing critical public health challenges through collaborative and socially responsible action.

Impact Created

- Distributed nutritional food kits to 100 tuberculosis patients in Khopoli.
- Supported TB patients with protein-rich and nutrition-based healthcare assistance.
- Contributed towards improving patient immunity, recovery, and treatment adherence.
- Strengthened awareness regarding tuberculosis prevention, diagnosis, and treatment.
- Supported the Government of India's mission for a TB-free nation.
- Enhanced collaboration between industry, healthcare institutions, and local authorities
- Encouraged community participation in public healthcare initiatives.
- Benefited economically vulnerable and high-risk communities in Raigad district.
- Reinforced the organisation's commitment towards healthcare and social responsibility.
- Contributed towards strengthening healthcare outreach and patient welfare services.

Recognition & Community Response

The initiative received positive appreciation from healthcare authorities, local administration, and community stakeholders for

its meaningful contribution towards tuberculosis elimination efforts. The organisation's proactive involvement in supporting TB patients through nutrition and healthcare assistance was recognised as a socially responsible effort contributing towards community well-being and public health improvement.

The initiative also helped create awareness about the significant role that nutrition and community support play in the successful treatment and recovery of tuberculosis patients.

Conclusion

This initiative reflects the organisation's strong commitment towards public healthcare, community welfare, and sustainable social development. By supporting tuberculosis patients through nutritional assistance, healthcare awareness, and collaboration with government healthcare programmes, the organisation contributed meaningfully towards the larger goal of tuberculosis elimination in India.

The programme demonstrated how collective efforts between corporate organisations, healthcare institutions, government authorities, and local communities can create a positive and lasting social impact. Through such initiatives, the organisation continues to support the vision of a healthier, more inclusive, and disease-free society.

Moving forward, the organisation remains committed to expanding its healthcare-focused CSR initiatives and supporting programmes that improve healthcare accessibility, disease awareness, nutrition, and the overall well-being of vulnerable communities across the region.



Project 4: Community Infrastructure Support – Installation of Benches & Street Lights at Samata Nagar, Mulgaon

The organization undertook a community infrastructure initiative in the slum area of Samata Nagar, Mulgaon, with the objective of promoting community welfare, urban development, and improving the quality of life in underserved communities. Under this initiative, 6 public benches and 8 streetlights were provided and installed for the benefit of residents.

The initiative aimed to improve basic civic amenities and create safer, more accessible, and community-friendly public spaces for the residents of the area. In densely populated slum localities, inadequate public infrastructure and insufficient lighting often affect the safety, convenience, and overall well-being of the community. Recognising these challenges, the organisation extended support by installing public seating facilities and street lighting infrastructure to enhance comfort, safety, and accessibility within the locality.

The benches provide convenient seating arrangements for senior citizens, women, children, and daily commuters, while the installation of streetlights contributes towards improving visibility and safety during evening and nighttime hours. The initiative reflects the organisation's commitment towards inclusive development and sustainable community support through practical infrastructure interventions that directly benefit vulnerable communities.

Objectives of the Initiative

- To improve public infrastructure and civic amenities in underserved communities
- To provide safe and accessible seating arrangements for residents of Samata Nagar, Mulgaon

- To enhance public safety and visibility through the installation of streetlights
- To support the comfort and convenience of senior citizens, women, children, and residents
- To contribute towards cleaner, safer, and more organized public spaces
- To strengthen community welfare through sustainable infrastructure development initiatives.





Key Interventions

Installation of Public Benches

A total of 6 benches were installed at suitable and accessible locations within the Samata Nagar slum area to benefit community members. These benches provide comfortable resting spaces for residents, particularly elderly individuals, women, and people using public areas for daily activities.

The seating arrangements also encourage social interaction and better utilisation of common public spaces within the locality.

Installation of Street Lights

To improve public safety and accessibility, 8 streetlights were installed in key areas of the locality. The streetlights help improve visibility during nighttime, enhance pedestrian safety, and contribute towards creating a safer environment for residents.

The improved lighting infrastructure also supports safer movement within the community and helps address concerns related to poorly lit public spaces.

Enhancing Community Infrastructure

The initiative contributed towards strengthening basic civic infrastructure within the slum area by addressing practical community needs. By improving public seating and lighting facilities, the project supported the development of cleaner, safer, and more community-friendly surroundings.

Commitment Towards Inclusive Community Development

Through this initiative, the organisation reaffirmed its commitment towards inclusive growth and sustainable social development by supporting infrastructure projects that directly improve the everyday lives of underserved communities.

The initiative demonstrates how focused community interventions can create meaningful improvements in public convenience, safety, and social well-being.

- Strengthened basic civic infrastructure within the slum area.
- Contributed towards cleaner, safer, and more organised public spaces.
- Encouraged positive community interaction and better utilisation of shared areas.
- Reinforced the organisation's commitment towards community welfare and social responsibility.

Conclusion

The installation of benches and streetlights at Samata Nagar, Mulgaon, reflects the organisation's continued commitment towards supporting underserved communities through impactful infrastructure development initiatives. By improving public amenities, safety, and accessibility, the initiative has contributed towards enhancing the daily lives and overall well-being of residents. The project highlights the importance of community-focused CSR initiatives in creating inclusive and sustainable urban environments. Through such efforts, the organization continues to promote social responsibility, community development, and meaningful improvements in public infrastructure for the benefit of society.

Impact Created

- Installed 6 public benches for community use in Samata Nagar, Mulgaon.
- Installed 8 streetlights to improve visibility and public safety.
- Enhanced convenience and comfort for residents and daily commuters
- Benefited senior citizens, women, children, and vulnerable community members.
- Improved safety and accessibility during evening and nighttime hours

GOVERNANCE THAT GUIDES



Corporate Governance Framework

We have established a robust and transparent corporate governance framework to ensure accountability, ethical conduct, and sustainable value creation for all our stakeholders. It is driven by a well-structured Board of Directors, supported by specialised board committees and an experienced management team that operates under defined charters and reports regularly to the board. Together, these structures enable efficient decision-making, strong internal controls, and the responsible management of economic, environmental, and social impacts while fostering stakeholder trust and long-term business resilience.

Governance Structure

The Board of Directors (BoD) serves as the highest governance body, responsible for providing strategic direction, overseeing risk management, and monitoring our economic, environmental, and social impacts. The Board operates in accordance with the Companies Act, 2013, and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, while maintaining a clear distinction between governance and management, with day-to-day operations led by the Managing Director and senior leadership team. To enable effective oversight and specialised decision-making, key committees support the board:



Leadership & Management

Name & Designation		Experience and role	
Dr. Hardik Joshipura (Managing Director & Chief Executive Officer)			Dr. Hardik Joshipura is the Managing Director & CEO, with prior leadership roles at Sigma-Aldrich and Merck KGaA across manufacturing, sales, and global marketing. He began his career at Zydus Cadila (Contract Research R&D, Fine Chemicals). He holds a Ph.D. in Organic Chemistry and is an alumnus of Harvard Business School.
CA Dilip Oswal (Director)			Dilip Oswal, a Chartered Accountant with 35+ years of experience, specialises in accounting, taxation, and economic management. He has been active with Rotary International since 1999 and serves on the Audit and Nomination & Remuneration Committees. He was appointed Additional Independent Director on April 16, 2024.
Adv. Ameeta Aziz Parpia (Independent Director)			Adv. Ameeta is an advocate and solicitor, and a partner at A. H. Parpia & Co., specialising in conveyancing, personal laws, and property matters. She is a trustee of the Sir Mathuradas Vissanji Female Education Trust and serves as an independent director on three listed companies.
Mr. Prosenjit Gupta (Independent Director)			Mr. Prosenjit Gupta is a Chartered Accountant who spent nearly three decades at HDFC Ltd, retiring in 2020 as Senior General Manager – Treasury. He now advises organisations in consulting, risk, and assurance.
Mr. Vaibhav Joshi (Executive Director – Operations)			Mr. Vaibhav Joshi, an engineer by training, has held leadership roles at UniChem Laboratories, Pharma Zell (India), and Dr. Reddy's Laboratories. He brings deep experience in plant operations, process optimisation, and scaling up in regulated manufacturing environments.

Dr. Nalini Ramaswamy (Independent Director)			Dr. Nalini Ramaswamy holds a Ph.D. and M.Phil. in English Literature and brings over 25 years of academic experience, including her role as Principal of KMC College. She chairs the Stakeholders Relationship Committee and serves on the Audit and Nomination & Remuneration Committees.
Mr. Viren Raheja (Non-Executive Director)			Mr. Viren Raheja is a Non-Executive Promoter Director of Innovassynth and serves on the boards of companies including Asianet Satellite Communications, Sonata Software, and Hathway Cable & Datacom. He holds a bachelor's degree in commerce and an MBA from London Business School.
Mr. Akshay Raheja (Non-Executive Director)			Mr. Akshay Raheja brings diverse business experience across real estate, cable and broadband services, hospitality, retail, and general insurance. He is a Commerce graduate and holds an MBA from Columbia Business School, New York.

Board Composition and Independence

The Board comprises Executive and Non-Executive Directors, with a majority of Non-Executive Directors ensuring independent oversight of management and effective decision-making. It includes independent directors in compliance with SEBI requirements, who provide objective judgement and chair key committees such as the Audit Committee and the Nomination and Remuneration Committee. This structure enables a clear separation between governance and management roles. Our directors are appointed in accordance with the Companies Act, 2013, and independent directors typically serve terms of up to five years, ensuring continuity while allowing for periodic refresh of the Board.

The Board, supported by its committees and senior management, is responsible for:

- Approving and monitoring corporate strategy and policies, including sustainability priorities.
- Overseeing risk management, compliance, and due diligence processes.
- Ensuring responsible management of environmental, health & safety (EHS), regulatory compliance and stakeholder management.
- Reviewing the effectiveness of governance processes on a periodic basis.

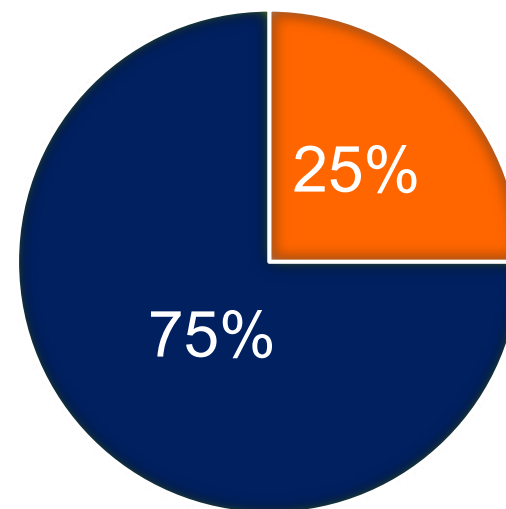
ESG considerations are woven into our strategy, risk management, and operational processes, with the Board and its committees conducting periodic reviews. Senior management is responsible for implementing these practices and reporting progress, ensuring continuous monitoring and alignment with responsible business conduct. The Board also reviews and approves sustainability disclosures, including the identification of material topics.

Board Evaluation and Nomination and Selection of Directors

The nomination and selection of members of the Board of Directors and its committees at Innovassynth Technologies (India) Limited is carried out through a structured and transparent process in accordance with the Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements)

BOARD INDEPENDENCE

■ Executive Directors ■ Non Executive Independent Directors



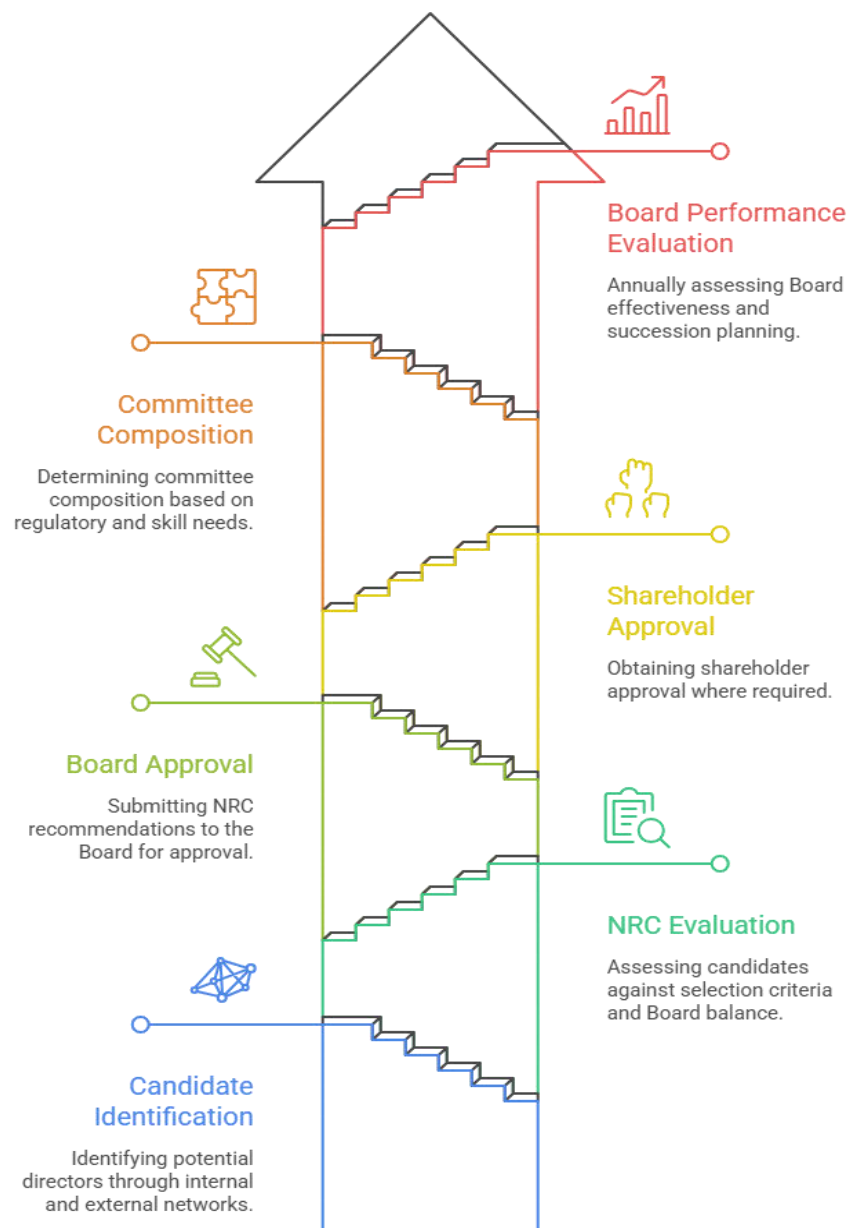
The annual total compensation ratio and the percentage increase in annual total compensation are not disclosed as individual compensation data is confidential under the Company's remuneration policy

Regulations, 2015. The Nomination and Remuneration Committee (NRC) is responsible for identifying and recommending candidates for appointment or reappointment, assessing the overall balance of skills, experience, independence, and diversity on the Board, and recommending the composition of Board committees. Candidates are identified through internal recommendations as well as external networks or search firms, where necessary, and are evaluated against defined selection criteria. The NRC's recommendations are submitted to the Board for approval, followed by shareholder approval where required.

The Board determines committee composition based on regulatory requirements, the relevance of skills and expertise, and established governance practices, including the appointment of Independent Directors as chairpersons of key committees. Stakeholder perspectives are reflected through shareholder approvals at general meetings and through ongoing investor interactions and engagement mechanisms, ensuring alignment with long-term stakeholder interests. We also recognise diversity as a key element of effective governance, considering gender representation, professional background, and cross-industry experience in Board composition. The NRC periodically reviews the structure and effectiveness of the Board and its committees, as well as succession planning for directors and senior management.

The performance of the Board is evaluated annually in accordance with the Companies Act, 2013, and the SEBI (LODR) Regulations. The evaluation includes an assessment of the Board's effectiveness in overseeing strategic, financial, and environmental, social, and governance matters. This process is conducted annually through an internal assessment including a review of the NRC, to strengthen governance practices and drive continuous improvement in Board effectiveness.

Board Selection Process



Board Remuneration

The Company has adopted a Nomination and Remuneration Policy that provides a transparent framework for the appointment, tenure, and remuneration of Directors, Key Managerial Personnel, and senior management. The Nomination and Remuneration Committee (NRC), comprising Independent Directors, oversees the remuneration of Directors and senior, while remuneration for other employees is determined as per internal policies. The policy ensures that remuneration is aligned with roles, responsibilities, and performance, with shareholder inputs considered through approvals at general meetings where applicable. Remuneration proposals are also approved by shareholders, wherever required, in line with statutory provisions, while supporting long-term value creation and strong governance standards.

The annual total compensation ratio and the percentage increase in annual total compensation are not disclosed as individual compensation data is confidential under the Company's remuneration policy

Board Diversity

As of CY 2025, the Board includes members across multiple age groups, including 6 male and 2 female directors, to ensure gender representation **in** line with regulatory requirements. There are currently no members from other diversity categories, such as differently abled groups. At the senior management level, local representation is reflected across key operating locations, with 100% of positions at the Khopoli facility (2 out of 2) and 75% at Pune (3 out of 4) held by individuals from the local community, supporting local employment and community integration

Our Policies

Policy commitments are embedded through clearly defined roles and responsibilities, integration into internal policies and standard operating procedures, and oversight by senior management and the Board, as applicable. The Company's Code of Conduct and related policies reflect responsible business conduct, incorporating compliance with applicable laws, ethical operations, due diligence, and risk management practices. These commitments include respect for human rights, such as non-discrimination, fair treatment, safe working conditions, and prevention of harassment, applicable to employees, workers, and relevant stakeholders.

Policies are made available internally and disclosed in line with statutory requirements and extend to business partners through contractual obligations governing relevant business relationships. These commitments are communicated through structured onboarding, periodic training programs, and ongoing internal communications, ensuring awareness and adherence among employees as well as relevant external stakeholders.

Code of Conduct for Insider Trading

We regulate and monitor insider trading to prevent the misuse of unpublished price-sensitive information. This policy promotes transparency, fairness, and integrity in all trading activities, while safeguarding stakeholder interests, avoiding conflicts of interest, and preventing misuse of position.

Nomination and Remuneration Policy

We ensure fairness and support our objective of attracting and retaining competent talent at all levels, while aligning compensation with performance and promoting diversity, independence, and strong governance standards.

Fair disclosure of UPSI

We ensure timely and uniform disclosure of material information to all stakeholders. This prevents selective sharing and promotes equal access to information.

Whistleblower Policy

It provides a structured and confidential framework for reporting concerns related to unethical conduct or and encourages transparency and accountability while ensuring protection against retaliation for individuals who raise concerns in good faith.

Archival Policy

We maintain and preserve critical documents in accordance with regulatory requirements. The policy ensures accessibility, traceability, and proper record management.

POSH Policy

We are committed to providing a safe, secure, and inclusive workplace environment. It establishes clear mechanisms for prevention, prohibition, and redressal of sexual harassment.

Ethical Business Practices

We uphold strong governance standards through policies and practices designed to ensure ethical behaviour, transparency, and accountability throughout our organization. Our Fraud and Conflict of Interest Policy require the timely disclosure of actual, potential, or perceived conflicts of interest, and individuals are expected to abstain from decision-making activities where such conflicts exist.

Robust processes are in place to ensure that related-party transactions and other potential conflicts are appropriately reviewed and disclosed in compliance with applicable legal and regulatory requirements. We also maintain whistleblower and internal grievance mechanisms that provide employees and stakeholders with secure channels to report concerns related to unethical conduct, fraud, or policy violations.

The Board and Audit Committee oversee the review and resolution of significant matters raised through these mechanisms, ensuring effective governance and accountability. To support strong governance, we conduct familiarisation programmes for our independent directors. These programmes aim to enhance their understanding of their roles and responsibilities, as well as our business environment. This is achieved through the provision of key documents and regular updates from senior management, which cover diverse topics including strategy, operations, risk management, compliance, and performance. Ongoing interactions and regulatory updates ensure that our directors remain well-informed and are able to effectively discharge their responsibilities.

During the reporting period, we did not undertake any formal measures to enhance the collective knowledge of the Board on sustainable development. However, we intend to introduce targeted training and

awareness initiatives to strengthen board capabilities in this area going forward.



Anti bribery & Anti-corruption

In line with our commitment to conduct our business with integrity, transparency, and zero tolerance towards bribery and corruption we have implemented comprehensive anti-corruption practices through our Code of Conduct and internal policies, which clearly prohibit bribery, corruption, and unethical business conduct across all operations.

Our approach is supported through regular communication and awareness initiatives across the organisation. Anti-corruption policies and procedures have been communicated to all members of our governance bodies and to 100% of our employees through onboarding processes, internal communications, and awareness sessions. These expectations are also extended to our business partners through contractual obligations and vendor onboarding processes, ensuring alignment across our value chain. To reinforce ethical conduct and compliance with corruption-related risks, we provide periodic training and awareness programmes to our board members and employees, ensuring full coverage across both groups. These initiatives help strengthen understanding of compliance requirements and promote a culture of integrity at all levels of the organization.

We uphold fair competition and conduct our business in compliance with applicable competition and antitrust laws. Our commitment to ethical business practices ensures that we compete responsibly, maintain market integrity, and foster a fair and transparent business environment. During the reporting period, no legal proceedings related to anti-competitive behaviour, antitrust violations behaviour, anti-trust, or monopolistic practices were initiated against or concluded involving the organization.

During this reporting period, no significant risks were identified, and no instances of bribery, corruption, Conflict of Interest or related misconduct were reported.

Whistleblower Policy / Vigil Mechanism

We have established a robust Vigil Mechanism and Whistleblower Policy that provides a secure, confidential, and transparent framework for reporting concerns related to unethical conduct, fraud, regulatory non-compliance, or violations of our Code of Conduct. The mechanism enables Directors and employees to raise concerns in good faith through protected disclosures on matters such as financial irregularities, legal or regulatory violations, and ethical misconduct.

All reported concerns are documented, assessed, and investigated through a structured and impartial process. Significant matters are reviewed by the Audit Committee, and in exceptional circumstances, whistleblowers are provided direct access to the Chairperson of the Audit Committee. We maintain strict confidentiality throughout the reporting and investigation process and ensure protection against any form of retaliation for individuals who raise concerns in good faith. At

the same time, appropriate safeguards are in place to prevent misuse of the mechanism.

The policy is widely communicated across the organisation and reinforces our commitment to transparency, accountability, and ethical business conduct. During the reporting period, no concerns were reported through the Vigil Mechanism and framework.

Grievance Redressal Mechanism



A structured grievance redressal mechanism has been developed to address concerns raised by employees and stakeholders in a timely, transparent, and fair manner. A formal mechanism has been in practice to raise concerns and address grievances, including a Whistleblower/Vigil Mechanism that enables confidential and anonymous reporting of unethical behaviour, fraud, legal non-

compliance, and misconduct, as well as direct reporting channels to supervisors, HR, or senior management. These mechanisms ensure non-retaliation and protection for whistleblowers. Grievances are addressed and remediated in line with applicable laws, internal policies, and responsible business practices, with oversight by the Audit Committee, which reviews significant complaints and ensures appropriate action.

We have also incorporated stakeholder feedback through engagement channels to continuously improve the effectiveness of our grievance mechanisms. We monitor the resolution process through the systematic tracking of complaints, adherence to resolution timelines, and periodic management reviews, ensuring accountability, timely closure of concerns, and continuous improvement in grievance management practices.

Compliance Strategy

Our compliance strategy is driven by a structured approach that integrates regulatory adherence, risk management, and ethical business practices across all operations. We ensure that compliance requirements are embedded within our policies and standard operating procedures, supported by regular monitoring, internal controls, and periodic reviews by senior management and the Board. Our teams responsible for areas such as environment, health & safety (EHS), legal compliance, and finance play a key role in ensuring adherence to regulatory requirements, while updates are communicated through internal channels to keep employees informed. These processes are further reinforced through oversight by the Audit Committee and the Board, ensuring accountability, transparency, and alignment with evolving regulatory expectations. During the reporting period, we maintained full compliance with applicable environmental,

health & safety, and corporate laws, with no significant instances of non-compliance reported.



ZERO cases of data breaches

IP Protection & Data Security

We place strong emphasis on protecting intellectual property and securing sensitive information to maintain trust with our clients and stakeholders by implementing strict controls such as Non-Disclosure Agreements (NDAs), need-to-know access protocols, and restricted documentation practices, including controlled laboratory notebooks, to safeguard proprietary data. Our operations are supported by robust digital systems such as SAP S/4HANA, enabling secure data management and traceability across processes. In addition, we have implemented Data Loss Prevention (DLP) controls and cybersecurity measures to prevent unauthorised access, data breaches, and information leakage. These practices are embedded across our operations to ensure the confidentiality, integrity, and availability of information, reinforcing our commitment to data security.

Membership Associations

Innovassynth is associated with various national and international organizations that support responsible business practices, industry collaboration, technical knowledge sharing and continuous improvement.

List of our membership Associations
United Nations Global Compact (UNGC), New York, USA
CHEMEXCIL, Mumbai, India
National Safety Council, Navi Mumbai, India
International Society of Nucleosides, Nucleotides and Nucleic Acids (IS3NA), Baltimore, USA
Oligonucleotide Therapeutics Society (OTS), Massachusetts, USA
Mumbai Waste Management Ltd., Mumbai, India

Responsible Supply Chain

Supply Chain Management (SCM) at Innovassynth integrates all stages of the product lifecycle into a seamless and efficient system, covering planning, sourcing, production, logistics, distribution, and returns management. The upstream supply chain activities focus on supplier relationship management, procurement, sourcing strategies, inbound logistics, and production planning. Procurement activities begin with the creation of Purchase Requisitions (PRs) by end users based on operational requirements, followed by floating enquiries to approved manufacturers and traders, collecting quotations, conducting BID analysis, negotiating commercial terms, and issuing Purchase Orders (POs) to selected suppliers. Supplier identification and selection are conducted through online searches, industry platforms, sample testing, QC analysis, and user trials to ensure quality and reliability. The company also emphasises long-term supplier relationship management through service agreements and continuous collaboration. Inbound logistics are managed through company-owned vehicles, third-party transporters, and occasionally supplier-arranged transportation to ensure an uninterrupted supply of raw materials. Production planning is coordinated through regular meetings with production and R&D teams to align manufacturing schedules with customer demand and inventory requirements.

Downstream activities focus on efficient order fulfilment and delivery to customers. Upon customer approval of quotations and receipt of purchase orders, sales orders (SOs) and invoice-linked SOs are created with committed delivery schedules. The marketing and project teams continuously update customers regarding project status and dispatch timelines through T-Con systems and email communication. Finished products are stored

under recommended conditions until dispatch and are prepared using suitable packaging and labelling practices, including export-worthy packing, DGR compliance, and palletisation. Outbound logistics are managed through third-party transporters and freight forwarders via land, air, and sea in accordance with agreed Incoterms. Dispatch documentation such as tax invoices, e-way bills, lorry receipts, SDS, COA, and analytical reports is provided at the time of shipment. The logistics team tracks shipments until final delivery and maintains proof of delivery acknowledgements for traceability and customer satisfaction. The company has enhanced its vendor ecosystem by onboarding 270 new vendors and updating 971 existing vendors as part of the business partner change process. As part of its commitment to sustainability, the organisation evaluates vendors by employing ESG performance checklists and key performance indicators (KPIs). Random supplier audits are conducted, and sustainability awareness programmes are organised. This also includes a sustainability training programme conducted in March 2025, for which we have maintained attendance records. Through integrated planning, sourcing, production, logistics, and sustainability practices, the company ensures operational efficiency, product quality, supply reliability, and long-term business growth.

Supplier Performance

- Covered 100% of our suppliers under our Supplier Code of Conduct, reinforcing our commitment to ethical business practices, environmental responsibility, and social compliance throughout our supply chain.
- We conducted sustainability assessments for 50% of our critical suppliers. To strengthen responsible sourcing, we identified our top 10 critical suppliers based on business relevance and risk considerations. From this group, we selected a representative sample for detailed sustainability assessments, including onsite audits and evaluations.
- Provided Sustainable Procurement training to 100% of our procurement team members, equipping them with the knowledge and skills required to integrate ESG considerations into supplier selection, evaluation, and engagement processes.
- Engaged 27 suppliers in sustainability capacity-building initiatives, helping them enhance their understanding of environmental, social, and governance requirements and encouraging the adoption of responsible business practices across our value chain.



GRI Index

Statement of Use

Innovassynth has reported the information cited in this content index for the period between 1st January 2025 to 31st December 2025 "In accordance with" GRI Standards

GRI 1 Used

GRI 1: Foundation 2021

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
UNIVERSAL STANDARDS — Required for all organizations						
GRI 2: General Disclosures 2021 — All 30 disclosures required						
Section 1: The organization and its reporting practices						
2-1	Organizational details	About the Report; Business at a Glance	2, 7	-	-	-
2-2	Entities included in sustainability reporting	About the Report - Reporting Boundary	2	-	-	-
2-3	Reporting period, frequency and contact point	About the Report - Reporting Period and Feedback/Contact Details	2	-	-	-
2-4	Restatements of information	About the Report	2	-	-	-
2-5	External assurance	About the Report - Assurance Approach	2	-	-	-
Section 2: Activities and workers						
2-6	Activities, value chain, and other business relationships	Business at a Glance; Manufacturing Capabilities;	8-11	-	-	-

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
		Responsible Supply Chain				
2-7	Employees	Employee Hires and Turnover Rate; Diversity and Inclusion	30, 43	-	-	
2-8	Workers who are not employees	People and Culture	43	-	-	
Section 3: Governance						
2-9	Governance structure and composition	Leadership and Management; Governance Structure; Board Composition and Independence	60-62		-	
2-10	Nomination and selection of the highest governance body	Board Evaluation and Nomination and Selection of Directors; Board Remuneration	63-65		-	
2-11	Chair of the highest governance body	Leadership and Management; Governance Structure	64		-	
2-12	Role of the highest governance body in overseeing management of impacts	Governance Structure; Board Responsibilities	63-65		-	
2-13	Delegation of responsibility for managing impacts	Governance Structure; Board Responsibilities and Independence	63		-	

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
2-14	Role of the highest governance body in sustainability reporting	Board Responsibilities and Independence	63		-	
2-15	Conflicts of interest	Our Policies; Ethical Business Practices	67		-	
2-16	Communication of critical concerns	Ethical Business Practices; Whistleblower Policy/Vigil Mechanism	67-69		-	
2-17	Collective knowledge of the highest governance body	Ethical Business Practices	67-69		-	
2-18	Evaluation of the performance of the highest governance body	Board Evaluation and Nomination and Selection of Directors	63-34		-	
2-19	Remuneration policies	Board Remuneration; Nomination and Remuneration Policy	65		-	
2-20	Process to determine remuneration	Board Remuneration; Nomination and Remuneration Policy	65-66		-	
2-21	Annual total compensation ratio	Board Remuneration	65		-	
2-22	Statement on sustainable development strategy	Leadership Message; Strategic Storyline	3, 13-14		-	

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
2-23	Policy commitments	Our Policies; Values in Action; Ethical Business Practices	65-66		-	
2-24	Embedding policy commitments	Our Policies; Anti-bribery and Anti-corruption; Responsible Supply Chain	65-66		-	
2-25	Processes to remediate negative impacts	Whistleblower Policy/Vigil Mechanism; Grievance Redressal Mechanism	68-69		-	
2-26	Mechanisms for seeking advice and raising concerns	Whistleblower Policy/Vigil Mechanism; Grievance Redressal Mechanism	68-69		-	
2-27	Compliance with laws and regulations	Compliance Strategy; Marketing and Labelling; Ethical Business Practices	69, 45, 67		-	
2-28	Membership associations	Ethical Business Practices	70			
Section 5: Stakeholder engagement						
2-29	Approach to stakeholder engagement	CSR Philosophy; Grievance Redressal Mechanism; Responsible Supply Chain	47, 68-69, 70	-	-	
2-30	Collective bargaining agreements	Freedom of Association and	45	-	-	

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
		Collective Bargaining				
GRI 3: Material Topics 2021 — 3 disclosures required						
3-1	Process to determine material topics	Materiality, Materiality process	14-16	-	-	
3-2	List of material topics	Material Topics	16	-	-	
3-3	Management of material topics (report for EACH material topic identified)	Material Topics	16	-	-	
TOPIC STANDARDS — Report only for your organization's identified material topics						
101: Biodiversity						
101-1	Policies to halt and reverse biodiversity loss		-	Formal policy to halt and reverse biodiversity loss.	Not applicable. The Company's operations are not located within or adjacent to protected areas, key biodiversity areas, or ecologically sensitive regions, and do not have significant biodiversity-related impacts.	
101-2	Management of biodiversity impacts		-	Biodiversity impact management process, actions, targets and monitoring	Not applicable. The nature of the Company's operations does not result in significant impacts on biodiversity.	
101-3	Access and benefit-sharing		-	Policy and practices on access to genetic	Not applicable. The Company does not utilize genetic resources or engage in activities requiring access	

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
				resources and benefit-sharing.	and benefit-sharing arrangements.	
101-4	Identification of biodiversity impacts		-	Process for identifying actual and potential biodiversity impacts.	Not applicable. No material biodiversity impacts have been identified due to the nature and location of the Company's operations.	
101-5	Locations with biodiversity impacts		-	Disclosure of operational sites with significant biodiversity impacts.	Not applicable. The Company does not operate in locations that have significant biodiversity-related impacts.	
101-6	Direct drivers of biodiversity loss		-	Assessment of direct drivers of biodiversity loss from operations and value chain.	Not applicable. The Company's activities do not materially contribute to direct drivers of biodiversity loss.	
101-7	Changes to the state of biodiversity		-	Monitoring and reporting of changes in biodiversity resulting from operations.	Not applicable. The Company has not identified any significant impacts resulting in changes to biodiversity.	
101-8	Ecosystem services		-	Assessment of dependencies and impacts on ecosystem services.	Not applicable. The Company's operations do not have significant dependencies on or impacts on ecosystem services.	
102: Climate Change						

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
102-1	Transition plan for climate change mitigation		-	Climate change mitigation transition plan disclosure.	Information unavailable/incomplete - The Company is currently evaluating its approach to climate-related risks and opportunities and has not yet established a formal climate change mitigation transition plan.	
102-2	Climate change adaptation plan		-	Climate change adaptation plan disclosure.	Information unavailable/incomplete - The Company has not identified material climate-related risks requiring a formal climate change adaptation plan at this stage.	
102-3	Just transition		-	Just transition strategy and implementation disclosure.	Information unavailable/incomplete - The Company has not established a formal just transition framework, as its operations are not currently undergoing significant climate-related workforce or operational transitions.	
102-4	GHG emissions reduction targets and progress	Energy & Resource Efficiency	22			
102-5	Scope 1 GHG emissions	Waste, Water & Emission	24	-		
102-6	Scope 2 GHG emissions	Waste, Water & Emission	24	-		

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
102-7	Scope 3 GHG emissions	Waste, Water & Emission	24-25	-		
102-8	GHG emissions intensity	Waste, Water & Emission	24	-		
102-9	GHG removals in the value chain		-	Disclosure of GHG removals within the value chain, including methods, quantities, and associated assumptions.	Not applicable - The Company has not undertaken or reported any greenhouse gas (GHG) removal activities within its value chain during the reporting period. Therefore, this disclosure is not applicable.	
102-10	Carbon credits		-	Disclosure of carbon credits used, including type, quantity, purpose, and retirement status, where applicable.	Not applicable - The Company did not purchase, sell, retire, or utilize carbon credits during the reporting period. Accordingly, this disclosure is not applicable.	
103: Energy						
103-1	Energy policies and commitments	Energy and Resource Efficiency	22			
103-2	Energy consumption and self-generation within the organization	-	22			
103-4	Upstream and downstream energy consumption	-		Disclosure of upstream and downstream energy consumption, including		

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
				methodology, scope, and reported energy use.		
103-5	Energy intensity	Energy and Resource Efficiency		23		
201: Economic Performance						
201-1	Direct economic value generated and distributed	-		Disclosure of direct economic value generated and distributed, including revenues, operating costs, employee wages, payments, and investments.	Information unavailable/incomplete — the breakdown of economic value generated and distributed (Requirement 201-1-a) is not reported for CY 2025. Total turnover is disclosed (p. 9); a full economic value statement is planned for future cycles.	
201-2	Financial implications of climate change	-		Disclosure of financial implications of climate change, including risks, opportunities, and related financial impacts on the organization.	Information unavailable/incomplete — the Company has not yet assessed the financial implications of climate-related risks and opportunities (Requirement 201-2). A structured climate risk assessment is planned for future cycles.	Reported
201-3	Defined benefit plan obligations and other retirement plans	Employee Benefits	32-33		Information unavailable/incomplete — employee benefits including gratuity are described; the funding status and actuarial details of defined benefit	

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
					obligations (Requirements 201-3-a, 201-3-b) are not reported for CY 2025.	
201-4	Financial assistance received from government	-		Disclosure of financial assistance received from government, including grants, subsidies, tax incentives, and other support.	Information unavailable/incomplete — the total monetary value of financial assistance received from government (Requirement 201-4-a) was not compiled for CY 2025. The Company intends to capture this in future cycles.	
202-1	Ratios of standard entry level wage by gender vs local minimum wage	Ratio of Entry Level Wages	31		-	
202-2	Proportion of senior management hired from local community	Percentage of Senior Management Hired from the Local Community; Board Diversity	31			
203: Indirect Economic Impacts						
203-1	Infrastructure investments and services supported	CSR Projects - Education, Healthcare and Community Infrastructure	47-58,		-	
203-2	Significant indirect economic impacts	CSR Philosophy and Project Impact Created	47-58		-	
204: Procurement Practices						

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
204-1	Proportion of spending on local suppliers	Responsible Supply Chain	70-71		Information unavailable/incomplete The supplier ecosystem and onboarding data are described but spend-based local supplier ratios were not tracked for CY 2025. The Company intends to capture this data in subsequent reporting cycles	
205: Anti-corruption						
205-1	Operations assessed for corruption-related risks	Anti-bribery and Anti-corruption	67-68		-	
205-2	Communication and training on anti-corruption policies and procedures	Anti-bribery and Anti-corruption	67-68		-	
205-3	Confirmed incidents of corruption and actions taken	Anti-bribery and Anti-corruption	67-68		-	
206: Anti -competitive Behaviour						
206-1	Legal actions for anti-competitive behaviour, anti-trust, monopoly practices	Compliance with Competition and Antitrust Laws	67-68		-	
207: Tax						
207-1	Approach to tax	-		Disclosure of the organization's approach to tax,	Information unavailable/incomplete — the Company has not published a formal tax	

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
				including tax strategy, commitments, and governance principles.	strategy/approach (Requirement 207-1). Tax is managed within statutory compliance processes; a formal disclosed approach is under consideration for future cycles.	
207-2	Tax governance, control, and risk management		-	Disclosure of tax governance, control mechanisms, and processes for managing tax-related risks and compliance.	Information unavailable/incomplete — a formal disclosure of tax governance, control and risk management (Requirement 207-2) is not reported for CY 2025.	
207-3	Stakeholder engagement and management of tax concerns		-	Disclosure of stakeholder engagement processes and management of tax-related concerns and expectations.	Information unavailable/incomplete — stakeholder engagement specifically on tax concerns (Requirement 207-3) is not reported for CY 2025.	
207-4	Country-by-country reporting		-	Disclosure of country-by-country tax information, including revenues, profits, taxes, and economic activities.	Not applicable — the Company operates solely in India and does not have multi-jurisdictional/cross-border tax presence requiring country-by-country reporting (Requirement 207-4).	
301: Materials						

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
301-1	Materials used by weight or volume	Sustainable Innovation; Responsible Supply Chain	70-71	Disclosure of materials used by weight or volume, including renewable and non-renewable materials.	Confidentiality constraints — Requirement 301-1 (total weight/volume of materials used) is not disclosed as material composition, and consumption volumes are commercially sensitive given the Company's custom synthesis and CDMO operations.	
301-2	Recycled input materials used	Waste, Water and Emissions	25-26	Disclosure of percentage and types of recycled content used	Information unavailable/incomplete — Requirement 301-2 (percentage of recycled input materials) is not reported. The Company's recycling and circular-economy approach is described qualitatively, but the percentage of recycled input materials was not quantified for CY 2025. Measurement is planned for future cycles.	
301-3	Reclaimed products and packaging materials	Waste, Water and Emissions; Sustainable Materials and Packaging	25-26	Disclosure of reclaimed products and packaging materials, including quantities	Information unavailable/incomplete — Requirement 301-3 (percentage of reclaimed products and packaging) is not reported. Use of reusable/recyclable packaging is described, but reclaimed product/packaging	

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
					quantities were not measured for CY 2025. The Company intends to establish tracking going forward.	
302: Energy						
302-1	Energy consumption within the organization	Energy and Resource Efficiency	22		-	
302-2	Energy consumption outside of the organization		-	Disclosure of energy consumption outside the organization, including significant upstream and downstream activities.	Not applicable - Company do not have any warehouse or anything outside their operational boundary	
302-3	Energy intensity	Energy and Resource Efficiency	22			
302-4	Reduction of energy consumption	Energy and Resource Efficiency; Emissions	22			
302-5	Reductions in energy requirements of products and services	Advancing Product-Level Climate Transparency	23			
303: Water and Effluent						
303-1	Interactions with water as a shared resource	Energy and Resource Efficiency; Waste, Water and Emissions;	24-27			-

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
		Environmental Infrastructure				
303-2	Management of water discharge-related impacts	ZLD/STP Systems; Wastewater Management; Environmental Infrastructure	27			-
303-3	Water withdrawal	Waste, Water and Emissions - Water Withdrawal	26			-
303-4	Water discharge	Wastewater Management; ZLD/STP Systems	26			
303-5	Water consumption	Waste, Water and Emissions	26			-
305: Emission						
305-1	Direct (Scope 1) GHG emissions	Waste, Water & Emission	24			-
305-2	Energy indirect (Scope 2) GHG emissions	Waste, Water & Emission	24			-
305-3	Other indirect (Scope 3) GHG emissions	Waste, Water & Emission	24-25			-
305-4	GHG emissions intensity	Waste, Water & Emission	24			
305-5	Reduction of GHG emissions	Waste, Water & Emission	22			
305-6	Emissions of ozone-depleting substances (ODS)		-	Disclosure of ozone-depleting substance emissions, including	Not applicable - Ozone-Depleting Substances (ODS) emissions are not reported as the company does not use or emit any ozone-depleting	

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
				quantities, sources, and calculation methodology.	substances in its operations during the reporting period.	
305-7	Nitrogen oxides, sulfur oxides, and other significant air emissions	Waste, Water & Emission	25		25	-
306: Spills						
306-3	Significant Spills		Waste, Water & Emission		25	
306: Waste						
306-1	Waste generation and significant waste-related impacts	Waste, Water and Emissions	25-26			-
306-2	Management of significant waste-related impacts	Waste, Water and Emissions	25-26			-
306-3	Waste generated	Waste, Water and Emissions	25			-
306-4	Waste diverted from disposal	Waste, Water and Emission	26			
306-5	Waste directed to disposal	Waste, Water and Emissions	26			
308: Supplier Environmental Assessment						
308-1	New suppliers screened using environmental criteria	Responsible Supply Chain – Supplier performance	71			-

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
308-2	Negative environmental impacts in supply chain and actions taken	Responsible Supply Chain		Disclosure of negative environmental impacts in the supply chain and actions taken to address them.	Information unavailable/incomplete — supplier environmental screening is reported under 308-1; the identification of actual/potential negative environmental impacts in the supply chain and resulting actions (Requirement 308-2) was not formally assessed for CY 2025. Expanded supplier assessments are planned for future cycles.	
401: Employment						
401-1	New employee hires and employee turnover	Employee Hires and Turnover Rate	30			-
401-2	Benefits provided to full-time employees not provided to part-time/temp employees	Employee Benefits	32-33			-
401-3	Parental leave	Employee Benefits - Maternity/Extended Leave	32-33			-
402: Labour/Management Relations						
402-1	Minimum notice periods regarding operational changes		-	Disclosure of minimum notice periods regarding operational	There is no as such policy in place with company	

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
				changes affecting employees and their representatives.		
403: Occupational Health and Safety						
403-1	Occupational health and safety management system	EHS and Sustainability Framework; Occupational Health and Safety, Certification & Commitments	19-20, 10, 44-45			-
403-2	Hazard identification, risk assessment, and incident investigation	EHS Framework; Process Safety; Occupational Health and Safety	19-20, 44-45			-
403-3	Occupational health services	Occupational Health Centre; Employee Benefits; OHS Services	44-45, 32-33			-
403-4	Worker participation, consultation, communication on OH&S	EHS Framework; OHS Worker Participation	19-20, 44-45			-
403-5	Worker training on occupational health and safety	EHS and Sustainability Framework; Occupational Health and safety	19-20, 44-45			-

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
403-6	Promotion of worker health	Occupational Health & Safety, Employee Benefits	32-33, 44-45			-
403-7	Prevention and mitigation of OH&S impacts from business relationships	EHS & sustainability framework	19-20			-
403-8	Workers covered by an OH&S management system	EHS and Sustainability Framework	19-20			-
403-9	Work-related injuries	Work-related Injuries; OHS Performance	20			-
403-10	Work-related ill health	EHS and Sustainability Framework	19-20			-
404: Training and Education						
404-1	Average hours of training per year per employee	Talent and Capability Development; Training Hours	34-35			-
404-2	Programs for upgrading employee skills and transition assistance	Talent and Capability Development	34-35			-
404-3	Percentage of employees receiving regular performance and development reviews	Performance Reviews and Performance Appraisal	39-40			-
405: Diversity and Equal Opportunity						

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
405-1	Diversity of governance bodies and employees	Diversity and Inclusion; Leadership Management	42-43			-
405-2	Ratio of basic salary and remuneration of women to men	Diversity and Inclusion; Leadership Management	31			
406: Non-Discrimination						
406-1	Incidents of discrimination and corrective actions taken	Non-Discrimination	41			-
407-Freedom of Association and Collective Bargaining						
407-1	Operations/suppliers where freedom of association may be at risk	Freedom of Association and Collective Bargaining	42		Information unavailable/incomplete — The Company confirms it has no collective bargaining agreements and upholds freedom of association. However, the specific identification of operations and suppliers at significant risk (Requirement 407-1-a) was not formally assessed during CY 2025. A structured risk assessment is planned for future cycles.	
408: Child Labor						
408-1	Operations/suppliers at significant risk for	Child Labour	41			-

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
	incidents of child labor					
409: Forced or Compulsory Labor						
409-1	Operations/suppliers at significant risk for incidents of forced labor	Forced Labour	41-42			-
410: Security Practices						
410-1	Security personnel trained in human rights policies or procedures	Human rights & practices	40			-
411: Rights of Indigenous Peoples						
411-1	Incidents of violations involving rights of indigenous peoples	Diversity & Inclusion	43		-	
413: Local Communities						
413-1	Operations with local community engagement, impact assessments, development programs	CSR Philosophy and Community Projects	47-58			-
413-2	Operations with significant actual and potential negative impacts on communities			Disclosure of operations with significant actual and potential negative	Information unavailable/incomplete — Community engagement and development programs are reported under 413-1. A formal assessment to identify operations with	

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
				impacts on local communities.	significant actual or potential negative impacts on local communities (Requirement 413-2) was not conducted for CY 2025 and is planned for future cycles.	
414: Supplier Social Assessment						
414-1	New suppliers screened using social criteria	Responsible Supply Chain - ESG Checklist, Audits and Sustainability Awareness	70-71			-
414-2	Negative social impacts in supply chain and actions taken			Disclosure of negative social impacts in the supply chain and actions taken to address them.	Information unavailable/incomplete — Supplier social screening is reported under 414-1. The identification of actual/potential negative social impacts in the supply chain and resulting actions (Requirement 414-2) was not formally assessed for CY 2025. The Company intends to expand supplier assessments to capture this in future cycles.	
415: Public Policy						
415-1	Political contributions		-	Disclosure of political contributions, including recipients, amounts, and forms of	Not applicable - The company does not make any financial or non-financial contributions to political parties, political candidates, or political organizations.	

GRI Code	Disclosure Title	Location in Report	Page	Requirements omitted	Reason	Explanation
				contributions made.		
416: Customer Health and Safety						
416-1	Assessment of health and safety impacts of product/service categories	EHS and Sustainability framework	19			
416-2	Incidents of non-compliance with health/safety impacts of products/services	Compliance Strategy	69			
417: Marketing and Labelling						
417-1	Requirements for product/service information and labeling	Marketing and Labelling	45			-
417-2	Incidents of non-compliance on product/service information and labeling	Marketing and Labelling	45			-
417-3	Incidents of non-compliance concerning marketing communications	Marketing and Labelling	45			-
Customer Privacy						
418-1	Substantiated complaints concerning breaches of customer privacy / losses of customer data	IP Protection and Data Security	69			-

Assurance Statement

Independent Limited Assurance Statement to Innovassynth Technologies (India)
Limited on the Sustainability Report (SR) for CY 2025

The Board of Directors and Management
Innovassynth Technologies (India) Limited
Khopoli, Raigad District,
Maharashtra, India

Introduction

Tirkha Consultants & Advisors LLP (“Tirkha”) was engaged by Innovassynth Technologies (India) Limited (“Innovassynth” or “Company”) for the purpose of providing independent and limited assurance of sustainability disclosures in the Sustainability report based on Global Reporting Initiatives (GRI) Standards 2021 (hereafter referred as ‘Report’) for the period from 1st January 2025 to 31st December 2025.

Respective Responsibilities

The Report content and its presentation are the sole responsibilities of the management of the Company. The Company management is also responsible for the design, implementation, and maintenance of internal controls relevant to the preparation of the Report, so that it is free from material misstatement.

Tirkha Consultants & Advisors LLP responsibility, as agreed with the management of the Company, is to provide assurance on the Report content as described in the ‘Assurance scope and Assurance procedures’ section below. We do not accept or assume any responsibility for any other purpose or to any other person or organisation. Any reliance a third party may place on the Report is entirely at its own risk.

Assurance Scope

The scope of assurance covers Innovassynth's Key Performance Indicators (KPIs) within the report for the period January 1, 2025, to December 31, 2025. The reporting scope and boundaries include the Company's Manufacturing Site and Registered Office at Khopoli, Raigad District, Maharashtra, along with the Corporate Headquarters and Research & Development Facility at Hinjewadi, Pune, Maharashtra.

The manufacturing site is located at the below location:

- Khopoli Plant, Raigad District, Maharashtra

Registered Address

483, Shanti Nagar,
Near Durgapura Railway Station,
Jaipur - 302018

Corporate Office

108-111, Anukampa Mansion-II,
Opp. Raymond's Showroom, M I Road,
Jaipur Rajasthan - 302001

Phone No.

+91-141-2377681

The physical review and on-site verification of data and information along with control systems was carried out at the following sites:

- Khopoli Manufacturing Site, Raigad District, Maharashtra
- Corporate Headquarters & R&D Facility, Hinjewadi, Pune, Maharashtra

Assurance Standards

Tirkha conducted the assurance work in accordance with requirements of International Federation of Accountants (IFAC) 'Limited Assurance' procedures as per the following standards:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.
- International Standard on Assurance Engagements (ISAE) 3410 (Assurance Engagements on Greenhouse Gas Statement)

Under this standard, Tirkha has reviewed the information presented in the report against the characteristics of relevance, completeness, materiality, reliability, neutrality, and understandability. A limited assurance engagement in accordance with ISAE 3410 and ISAE 3000 (revised) consists primarily of enquiries and analytical procedures. The procedures performed in a limited assurance engagement vary in nature and timing and are less in extent than for a reasonable assurance engagement. This also involves assessing the risks of material misstatements of the elements of the information that are within the scope.

Level of Assurance

Limited Level of assurance for selected KPIs in the Sustainability Report based on GRI Standards 2021.

Assurance procedures

As part of the assurance process, a multi-disciplinary team of assurance specialists performed assurance work for selected sites of Innovassynth. We carried out the following activities:

- An assessment of the procedures or approaches followed for data compilation and reporting of the sustainability performance non-financial disclosures for specific operations.

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- Evaluation of the design and implementation of key systems, processes, and controls for collecting, managing and reporting the KPIs.
- Testing, on a sample basis, of evidence supporting the data.
- Verification of the sample data evidence and information on selected material topics reported at the above-mentioned operations for the defined reporting period.
- Interviews with selected personal responsible for management of disclosures and review of selected evidence to support environmental KPIs and metrics disclosed the Report.
- Assessment of the suitability between the backup data for the selected sustainability performance non-financial disclosures and the information presented in the report.
- The General and topic specific sustainability non-financial standard disclosures subject to limited assurance based on extent of information available for assurance
- Completion of assurance statement for inclusion in the report reflecting the verification, findings and conclusion of the disclosure's assurance.

Limitations

The assurance scope excludes following:

- Data related to Company's financial performance. Tirkha does not take any responsibility of the financial data reported in the audited financial reports of the Company.
- Data and information outside the defined Reporting Period i.e. 1st January 2025 to 31st December 2025
- Data outside the operations mentioned in the Assurance Boundary above unless and otherwise specifically mentioned in this statement.
- The Company's statements that describe expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company and assertions related to Intellectual Property Rights and other competitive issues.
- Strategy and other related linkages expressed in the Report.
- Mapping of the Report with reporting frameworks other than those mentioned in reporting criteria above.

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- The assurance engagement does not include a review of legal compliances. Compliance with legal requirements is not within the scope of this assurance, and the Company is responsible for ensuring adherence to relevant laws.
- The assurance procedures were performed based on the information, explanations and records made available to us by the Company's management. We have not independently verified the completeness or authenticity of all underlying source information beyond the procedures performed as part of this limited assurance engagement.

Limited level of Assurance Opinion

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the Information subject to Limited Assurance on the annual sustainability report based on GRI standards 2021 for CY 2025 as per the scope of assurance mentioned above, presented in the Report is appropriately stated, in material aspects and in line with the reporting principles of GRI Standards.

We have provided our observations to the Company in a separate management letter. These, do not, however, affect our conclusions regarding the Report. The list of KPIs that were verified within this assurance engagement are listed in Annexure I of this statement.

Independence

Assurance procedures were conducted with team including specialists in ISAE 3000 (revised) assurance engagements. Our work was performed in compliance with the requirements of IFAC Code of Ethics for Professional Accountants, which requires, among other requirements, that the members of the assurance team (practitioners) be independent of the assurance client, in relation to the scope of this engagement.

For Tirkha Consultants & Advisors LLP

 For TIRKHA CONSULTANTS AND ADVISORS LLP Designated Partner/Authorized Signatory	
CA Hemant Kumar Gupta COO & Authorized Signatory Tirkha Consultants & Advisors LLP July 14, 2026	Sorabh Singhal Lead Verifier Tirkha Consultants & Advisors LLP July 14, 2026

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Annexure I

GRI Content Index — disclosures reported by Innovassynth with reference to the GRI Standards 2021

Statement of Use: Innovassynth Technologies (India) Limited has reported the information cited in this GRI content index for the period 1 January 2025 to 31 December 2025 in accordance with GRI Standards. GRI 1 used: GRI 1: Foundation 2021.

GRI Code	Disclosure Title	Value Reported	Unit
GRI 2: General Disclosures			
2-1	Organizational details	Turnover from operations: 10,100	INR Lakhs
2-7	Employees	280 total	No. of employees
2-9	Governance structure and composition	8 directors (6 M / 2 F)	No. of directors
2-15	Conflicts of interest	0 incidents	No. of incidents
2-16	Communication of critical concerns	0 concerns reported	No. of concerns
102: Climate Change			
102-5	Scope 1 GHG emissions	310.96	tCO ₂ e
102-6	Scope 2 GHG emissions	5,700.21	tCO ₂ e
102-7	Scope 3 GHG emissions	134,211.80	tCO ₂ e
102-8	GHG emissions intensity	138.83	tCO ₂ e/Mn INR
103: Energy			
103-2	Energy consumption and self-generation within the organization	Solar (Khopoli): 2,336.89	GJ
103-5	Energy intensity	131.42	GJ/Mn INR
202: Market Presence			
202-1	Ratios of entry-level wage by gender vs local minimum wage	Ratio: 1 (all categories)	Ratio
202-2	Proportion of senior management hired from local community	Khopoli 100% (2/2); Pune 75% (3/4)	%
205: Anti-corruption			

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205-2	Communication and training on anti-corruption policies and procedures	100% employees covered	%
205-3	Confirmed incidents of corruption and actions taken	0 incidents	No. of incidents
206: Anti-competitive Behaviour			
206-1	Legal actions for anti-competitive behaviour, anti-trust, monopoly practices	0 actions	No. of actions
302: Energy			
302-1	Energy consumption within the organization	Elec (Pune) 2,069.35; Elec (Khopoli) 26,893.75; Solar 2,336.89; Biofuels 97,553.38; LPG 260.623; HSD 3,619.56	GJ
303: Water and Effluent			
303-3	Water withdrawal	158,590	KL
303-4	Water discharge	Recycled: 53,216	KL
303-5	Water consumption	211,806 (Intensity 209.71)	KL (KL/Mn INR)
305: Emissions			
305-1	Direct (Scope 1) GHG emissions	310.96	tCO ₂ e
305-2	Energy indirect (Scope 2) GHG emissions	5,700.21	tCO ₂ e
305-3	Other indirect (Scope 3) GHG emissions	134,211.80	tCO ₂ e
305-4	GHG emissions intensity	138.83	tCO ₂ e/Mn INR
305-7	Nitrogen oxides, sulfur oxides, and other significant air emissions	PM 37.78; SO _x 13.52; NO _x 4.25	Tonnes/year
306: Waste			
306-3	Waste generated	Total 6,582.63 (Hazardous 1,281.96; Non-haz	Tonnes (Tonnes/Mn INR)

Registered Address

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Jaipur - 302018

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		1,936.49; Biomedical 0.00011; E-waste 0.31; PAC 3,363.87); Intensity 6.52	
308: Supplier Environmental Assessment			
308-1	New suppliers screened using environmental criteria	100% under Supplier Code of Conduct	%
401: Employment			
401-1	New employee hires and employee turnover	Hires 88; Resigned 54; Turnover 19%	No. / %
403: Occupational Health and Safety			
403-1	Occupational health and safety management system	100% employees/workers covered	%
403-8	Workers covered by an OH&S management system	100%	%
403-9	Work-related injuries	Major accidents: 1 (M) / 0 (F)	No.
405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	Board: 6 M / 2 F	No. of directors
418: Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy / losses of customer data	0 data breaches	No. of breaches

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