SYMBIOTEC PHARMALAB LIMITED
(Formerly Symbiotec Pharmalab Pvt. Ltd.)

SYMBIOTEC

SUSTAINABLE INNOVATION
FOR A HEALTHIER TOMORROW

SUSTAINABILITY REPORT FINANCIAL YEAR 2024-25

SUSTAINABLE INNOVATION FOR A HEALTHIER TOMORROW

At Symbiotec Pharmalab, we are committed to advancing healthcare while minimizing our environmental impact. Our Research & Development (R&D) efforts focus on using green chemistry and biotransformation techniques to create eco-friendly pharmaceutical solutions. From the sourcing of raw materials to the final product, sustainability is integrated into every step of the process. Our manufacturing facilities are designed for efficiency, with energy-saving technologies and water recycling systems that help minimize waste and conserve resources.

We also prioritize sustainable packaging solutions and optimize our supply chain to reduce carbon emissions during product distribution. Our waste management systems ensure the safe disposal of hazardous materials, while renewable energy sources, like solar power, are used to reduce the carbon footprint of our operations. Beyond our environmental efforts, Symbiotec is dedicated to improving public health by providing affordable medicines and supporting healthcare initiatives in underserved communities.

Through sustainable innovation, Symbiotec Pharmalab aims to create a healthier future for both people and the planet, ensuring that growth in the healthcare industry goes hand in hand with environmental responsibility.

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ABOUT THE REPORT

This is Symbiotec Pharmalab's inaugural sustainability report for the financial year 2024-2025, prepared in alignment with the Global Reporting Initiative (GRI) standards, the United Nations Sustainable Development Goals (SDGs), and the United Nations Global Compact (UNGC) principles. The report aims to provide a comprehensive overview of the company's sustainability journey, illustrating its past, present, and future performance and strategies.

In this report, we will highlight Symbiotec's commitment to sustainable growth, social responsibility, and environmental stewardship. Through transparent and data-driven insights, we aim to showcase how our practices align with global sustainability frameworks and contribute to our vision of creating value for all stakeholders. Our sustainability strategies are designed not only to meet current regulatory, and market demands but also to future-proof our operations, ensuring long-term success while positively impacting the communities and ecosystems we serve.

Effective 26 September 2025, Symbiotec Pharmalab Pvt. Ltd. has been renamed Symbiotec Pharmalab Ltd. This Sustainability Report incorporates data from the company's two operating sites located in Rau and Pithampur, covering the reporting period from 1 April 2024 to 31 March 2025.

Reporting Scope and Organizational Boundaries

This sustainability report covers information relevant to Symbiotec Pharmalab's operations where the company holds operational control. The reporting period includes the activities and performance of the two primary units of Symbiotec:

These units are the focus of this report, as they represent the key areas where Symbiotec's sustainability efforts are most concentrated. Any additional sites or locations, if included in future reporting cycles, will be disclosed in the relevant sections of subsequent reports.

Forward Looking Statement

This report may include forward-looking statements regarding the sustainability goals and expected performance of Symbiotec Pharmalab. These statements are based on the company's current expectations and assumptions about future events and trends. However, it is important to note that various risks, uncertainties, and factors beyond Symbiotec's control could cause actual outcomes to differ significantly from those projected. These factors may include changes in market conditions, regulatory requirements, technological advancements, and operational challenges. As a result, the company does not guarantee that future results will align with the forward-looking statements made in this report.

» GRI 2-2, 2-3

Feedback

We extend our heartfelt gratitude to all our stakeholders for their invaluable contributions to this sustainability report. Your active participation, insights, and constructive feedback have been instrumental in shaping this document. Each of your perspectives has enriched our understanding and helped us better address key environmental, social, and governance priorities. Together, we aim to foster transparency, accountability, and a shared commitment to sustainable growth.

We look forward to your continued engagement as we strive towards a greener and more inclusive future. Kindly direct any comments or suggestions to info symbiotec@symbiotec.com

Symbiotec Social Media Link

DIRECTOR MESSAGE ON SUSTAINABILITY

At Symbiotec Pharmalab, our journey has always been guided by a vision to deliver high-quality pharmaceutical solutions while ensuring that our growth is inclusive, responsible, and sustainable. As we present our first Sustainability Report, I take this opportunity to reaffirm our unwavering commitment to Environmental, Social, and Governance (ESG) values that lie at the core of our business philosophy.

The world today stands at a critical juncture—balancing healthcare advancement with environmental stewardship has never been more important. As a global leader in Active Pharmaceutical Ingredients (APIs), we recognize our responsibility to not only meet stringent regulatory standards but also to actively contribute to the betterment of society and the planet.

In FY2024–25, we made significant strides across our ESG focus areas. From transitioning to bio-briquette boilers to adopting hybrid solar-wind power at our Rau facility, we are decarbonizing our energy mix and mitigating climate impacts. Our Zero Liquid Discharge systems ensure complete water recycling, contributing to water positivity across both our units. Through green chemistry and biotransformation, our R&D division continues to innovate for a cleaner and more sustainable pharmaceutical future.

Social responsibility is deeply embedded in our culture. We surpassed our CSR commitments by investing ₹1.70 crore for the FY 2024-2025 by taking initiatives across health, education, and community infrastructure. Our people remain our most valued asset—every employee is covered under structured health programs, and we continue to foster a workplace built on inclusivity, safety, and mutual respect.

Our governance structure, including the ESG Committee and other specialized boards, ensures robust oversight, ethical business conduct, and risk-resilient strategies aligned with global best practices. Through stakeholder engagement, third-party sustainability assessments, and alignment with GRI, SDG, and UNGC frameworks, we have enhanced transparency and accountability in our operations.

As we look ahead, our sustainability roadmap focuses on strengthening renewable energy adoption, scaling circular economy practices, and embedding ESG further into our decision-making processes. I am confident that through innovation, collaboration, and commitment, Symbiotec will continue to lead by example—delivering not just better healthcare, but a better world.

I thank all our stakeholder, employees, customers, investors, suppliers, regulatory bodies, and community partners—for their trust and continued support in this transformative journey.

Anil Satwani
Managing Director
Symbiotec Pharmalab Limited

» GRI 2-22

SYMBIOTEC BRIEFLY

Symbiotec Pharmalab, founded in 1995, is a leading manufacturer of Active Pharmaceutical Ingredients (APIs) with a specialization in research-based Cortico-Steroids and Steroid-Hormone APIs. The company is headquartered in Indore, Central India, and has developed a reputation for providing innovative and high-quality pharmaceutical solutions aimed at improving global health outcomes. With over two decades of experience, Symbiotec remains committed to advancing the field of healthcare through its rigorous adherence to the highest standards of quality and innovation.

Manufacturing Facilities

Symbiotec operates two advanced manufacturing units located in Indore, both of which follow current Good Manufacturing Practice regulations. These units are critical to the company's ability to meet its production

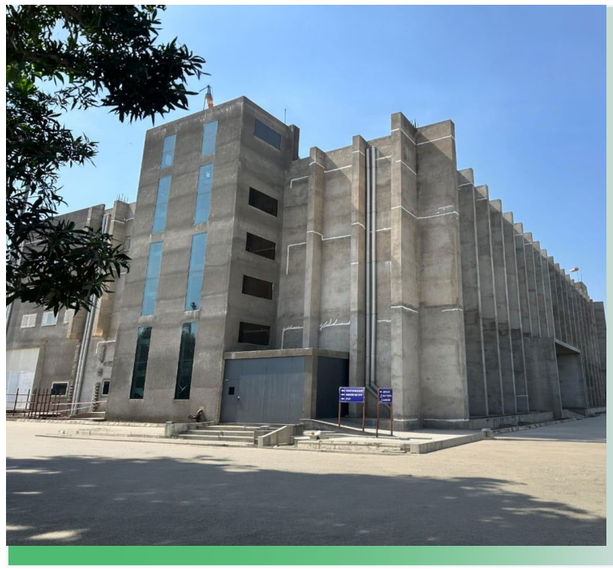
Unit 1: Rau (Corporate Office and Unit – I)

Established in 2004, Unit 1 focuses on the manufacturing of Cortico-Steroid APIs. This facility is certified by leading global regulatory bodies, including WHO-GMP, US FDA, and EU GMP (German-Bavaria). It has an annual production capacity of 50 Metric Tons for sterile products and 12 Metric Tons for non-sterile products. Key equipment includes aseptic filling systems, lyophilizers, dry heat sterilizers, and advanced reactors, along with classified clean rooms and air jet mills to ensure the highest quality standards are met.

Unit 2: SEZ (Unit – II)

Located in the Special Economic Zone (SEZ) of Pithampur, Indore, this facility was established in 2009 and specializes in both Cortico-Steroid and Steroid-Hormone APIs. Like Unit 1, it is certified by WHO-GMP, US FDA, and EU GMP (German-Bavaria). The unit has an annual production capacity of 8 Metric Tons for steroid-hormone products and 225,000 Liters for fermentation and biotransformation. The facility is equipped with fermentors ranging from 5L to 35,000L, and it incorporates advanced fermentation and bio-transformation technologies to meet global standards.

» GRI 2-1



Knovea Pharmaceutical Private Limited

Established on 2020 in Pipliya Malhar, Mhow (Dist. Indore, MP), is a wholly owned subsidiary of Symbiotec Pharmalab Ltd., a global leader in steroid and hormone manufacturing. The facility is focused on producing general pharmaceutical injectables in dual chamber vials using Symbiotec's APIs, advanced delivery systems, and cost-efficient processes. It features cutting-edge sterile manufacturing, bulk lyophilization, fully robotic aseptic isolator operations, and India's first Dual Chamber Act-O-Vials. The site is fully cGMP-compliant with digital process controls and essential utilities including boiler, cooling towers, ETP, STP, and planned greenbelt.

Symbiotec Zenfold Private Limited

Symbiotec Zenfold Pvt Ltd, established in 2021, is a subsidiary of Symbiotec Pharmalab, focused on large-scale fermentation-based manufacturing. The company operates a state-of-the-art greenfield facility in Ujjain, equipped with four 100KL fermenters, dedicated to producing high-volume pharmaceutical APIs and nutraceutical ingredients. Spread across 32 acres, the site is designed with scalability in mind, offering the capacity to expand as market demand grows. Serving both Symbiotec's product portfolio and CDMO fermentation projects, Symbiotec Zenfold stands as a key driver in strengthening Symbiotec's biomanufacturing capabilities.

PRODUCT PORTFOLIO

Symbiotec's product portfolio is diverse, focusing on both the manufacture and development of high-quality APIs. Their primary product categories include:

Cortico-Steroid APIs

Symbiotec manufactures both sterile and non-sterile Cortico-Steroid APIs, including key products such as Hydrocortisone, Dexamethasone, Betamethasone, and Prednisolone. These products are used in a variety of therapeutic applications, particularly in inflammation and immune system-related conditions.

Steroid-Hormone APIs

Symbiotec produces a range of steroid-hormone APIs, including Progestins, Estrogens, Androgens, and Anabolic Steroids, which play vital roles in reproductive health and hormone replacement therapies.

Intermediates

The company also manufactures key intermediates used in the synthesis of its APIs, ensuring control over the quality and consistency of its products.

Other Specialty Products

Symbiotec continuously works on the development of specialty products, addressing specific therapeutic needs in various sectors.

Products Under Development

Symbiotec has a robust pipeline of products under development aimed at addressing unmet medical needs, focusing on improving patient outcomes and advancing medical therapies.

Research and Development

Symbiotec places a strong emphasis on research and development (R&D), which is a core aspect of their business strategy. The company invests in R&D to develop new generic APIs and optimize existing manufacturing processes. The R&D division includes a team of highly qualified scientists specializing in chemical synthesis, biotechnology, analytical methods, regulatory affairs. The team works in close collaboration with international research institutions to enhance the company's capabilities in green chemistry, bio-catalysis, fermentation technologies, and biotransformation. This commitment to R&D ensures that Symbiotec remains at the forefront of pharmaceutical innovation. This long-standing commitment to green chemistry and sustainable technologies enables Symbiotec to remain at the forefront of pharmaceutical innovation while delivering meaningful contributions to environmental stewardship and sustainable progress.

Regulatory Approvals

Symbiotec's commitment to maintaining the highest manufacturing standards is reflected in its extensive regulatory approvals. Both manufacturing units—Rau and SEZ—are certified by leading global regulatory bodies, including the WHO-GMP, US FDA, and EU GMP (German-Bavaria). These certifications demonstrate Symbiotec's adherence to the strictest quality control and regulatory guidelines, enabling the company to cater to international markets and meet the needs of its global clientele.

» GRI 2-6

MARKET PRESENCE

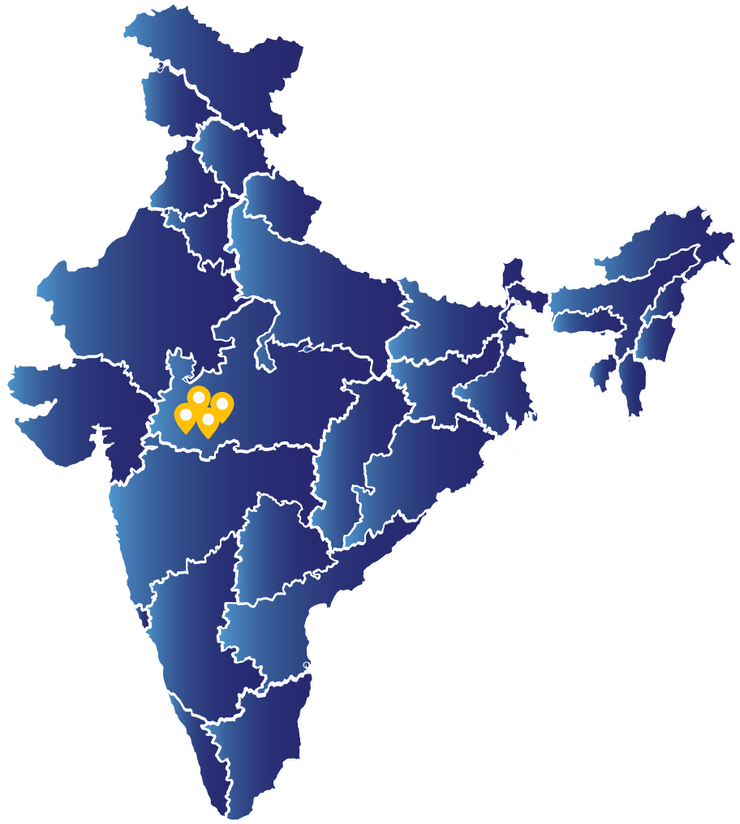
Symbiotec has established a strong global presence in over 63 countries, with its products reaching markets in Asia, Europe, North America, South America, Australia and Africa. The company serves a wide range of customers across multiple regions, including:

- **Asia:** India, Indonesia, Bangladesh, Pakistan, China, Japan, South Korea, Singapore, Malaysia, Vietnam, Philippines, Taiwan, Nepal, Sri Lanka, Myanmar
- **Europe:** Germany, Italy, France, United Kingdom, Netherlands, Spain, Romania
- **North America:** United States, Canada, Maxico
- **South America:** Brazil, Colombia, Argentina
- **Africa:** Egypt, Tunisia, Morocco, South Africa
- **Australia**

Symbiotec is being serve their products in 63+ regions of the world. This broad market reach is a testament to Symbiotec's ability to deliver high-quality, reliable products to diverse international markets, further solidifying its position as a leading player in the pharmaceutical industry.

GRI 2-6

SYMBIOTEC PRESENCE IN INDIA



Offices	Year of Establishment	Locations
Corporate Office and Unit – I	2004	385/2, Pigdamber, Rau, Mhow, Indore, Madhya Pradesh 453331, India
Symbiotec Pharmalab SEZ Unit - II	2009	Plot No. 5, 6, 7 & 8, Pharma Zone, Phase II, Indore Special Economic Zone, Pithampur, Dhar, Madhya Pradesh 454774, India
Knovea Pharmaceuticals Pvt Ltd	2020	Survey No. 55/1/1, Pipliya Malhar, Dr. Ambedkar Nagar (Mhow) Indore-453331 Madhya Pradesh
Symbiotec Zenfold Pvt Ltd	2021	Plot No. 67 & 89, DMIC Vikram Udyogpuri Limited, Narwar, Ujjain -456664 Madhya Pradesh

GRI 2-1

VALUES, VISION AND MISSION STATEMENT

Our vision

Our vision is to be recognized as the most valued, trusted and 'top-of-mind' brand in cortico-steroid apis and steroid-hormone apis worldwide.

Our mission

The symbiotec team strives for people worldwide to lead healthier lives today and tomorrow.

Our Values

Quality

Adherence to the highest standards of safety, efficacy, and reliability in the development and delivery of all products and services

Innovation and Excellence

A commitment to advancing the application of science and technology to develop impactful, forward-looking products and solutions

Caring

A sustained dedication to the well-being of the environment, community, and employees, integrated into every aspect of operations

Integrity

Conducting all actions with honesty, transparency, and accountability, in alignment with the highest ethical principles

SUSTAINABILITY INITIATIVES

ESG Ratings and Certifications

Symbiotec Pharmalab underscores its commitment to Environmental, Social, and Governance (ESG) principles through adherence to internationally recognized standards and certifications.

- Symbiotec's Environmental Management System aligns with ISO 14001:2015 standards at both its Rau and SEZ manufacturing sites.
- The certification is valid from November 30, 2024, to November 29, 2027.

- Symbiotec has established an Occupational Health and Safety Management System compliant with ISO 45001:2018 standards across both manufacturing sites
- The certification is valid from November 30, 2024, to November 29, 2027.

- Symbiotec's manufacturing facilities hold Good Manufacturing Practices certifications from leading international regulatory bodies, ensuring adherence to high-quality standards in pharmaceutical production.
- Rau & SEZ Site - US FDA, EU GMP, WHO GMP

- Symbiotec has earned a "B - Bronze" Rating from EcoVadis, a globally recognized platform assessing sustainability in supply chains. This rating reflects our strong Environmental, Social, and Governance (ESG) practices across environmental impact, labor standards, ethics, and sustainable procurement, underscoring our commitment to responsible business operations.

- Symbiotec is proud to be a Premium Member of the British Safety Council and to have received International Safety Awards for both our Pithampur and Rau sites. Our Rau facility was honored with an Award and Certification of Merit for its outstanding commitment to health and safety management in 2024, reflecting our dedication to maintaining the highest safety standards across all operations.

SYMBIOTEC MILESTONES

1995
Established a laboratory to produce Cortico-Steroid Active Pharmaceutical Ingredients (APIs).

2004
Set up an industrial-scale manufacturing plant in Rau, Indore.

2008
Received the first EU-GMP certification for the Rau site.

2009
Passed US-FDA inspection for Rau Steroids API plant
Commissioned SEZ unit
Started commercial production of Cortico-Steroids & Steroid-Hormone APIs

2011
Started fermentation at biotech facility in SEZ unit
Received capital infusion from Franklin Templeton

2012
Accredited by US-FDA for SEZ site
Re-accredited by US-FDA for Rau site

2013
Re-accredited by the US-FDA for Rau site

2014
Re-accredited by the US-FDA for Rau site

2015
Large-scale chemical synthesis plant commissioned (batch size up to 1000 kg)
Re-accredited by US-FDA for SEZ
Re-qualified EU-GMP certification for Rau and SEZ

2017
Re-accredited by the US-FDA

2018
Re-qualified EU-GMP for Rau and SEZ
Received capital infusion from Motilal Oswal PE and InvAscent

2019
Commissioned a new corticosteroid block at Rau

2021
Commissioned a new sterile corticosteroid block at Rau

2022
Expansion of Sterile Facility at Rau

2023
Undertook modernization and infrastructure upgrades

- Expanded R&D in green chemistry and biotransformation
- Strengthened ESG governance and safety systems
- Spent ₹2.47 Cr on CSR (FY 2023-24)

2024
Improved PBILDT margin by 12.4% through better product mix and efficiency

- Launched injectable plant project in MP (target: FY26)
- Increased renewable fuel use (12.2 M kg biomass briquettes)
- Spent ₹1.70 Cr (FY 2024-25) on CSR and planted 250+ trees
- Launch of Classical Fermentation APIs from SEZ, Pithampur

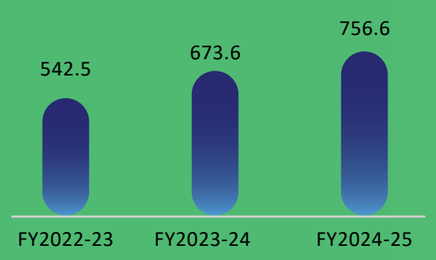
2025
Commissioning of -
Injectable Facility at Indore

- 100 KL Fermentation Facility at Ujjain

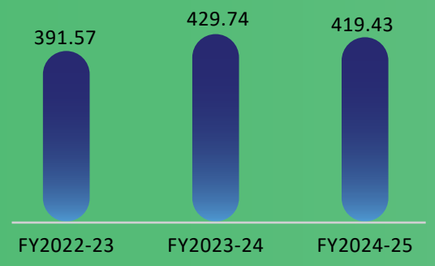
ECONOMIC PERFORMANCE

In FY 2024-25, the Company delivered strong and balanced financial performance, reinforced by our commitment to sustainable innovation. Prudent operational management, a strategically diversified product portfolio, and continuous improvements in efficiency enabled year-on-year growth in revenue, profitability, and return metrics. Our focus on innovation-driven processes also strengthened operational cash flows and supported steady growth across business segments. Together, these outcomes reflect our disciplined approach to financial stewardship and our long-term strategy of creating sustainable value for all stakeholders.

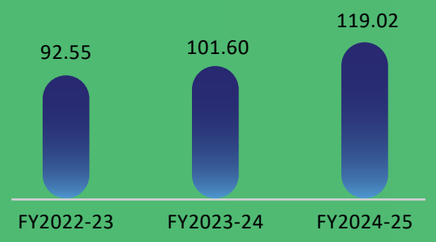
Revenue from Product (Rs Cr)



Operating Costs (Rs Cr)

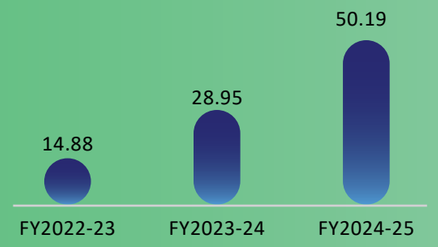


Employee Wages and Benefits (Rs Cr)

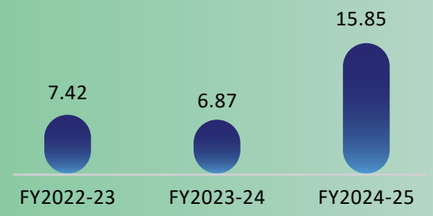


Symbiotec continues to strengthen its talent base by strategically hiring skilled and experienced professionals across core functions, resulting in a 9% increase in the total workforce since 2022–23. With an employee spend of ₹ 119.02 crore on wages and benefits, the company demonstrates its strong commitment to people-centric growth. Symbiotec offers a comprehensive suite of employee benefits, including medical and health insurance coverage, accident insurance, and a range of wellbeing and engagement initiatives designed to support physical, mental, and financial wellness.

Payments to Government (Rs Cr)

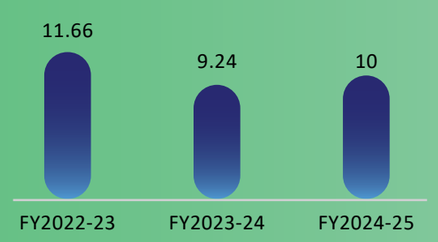


Payments to Providers of Capital (Rs Cr)

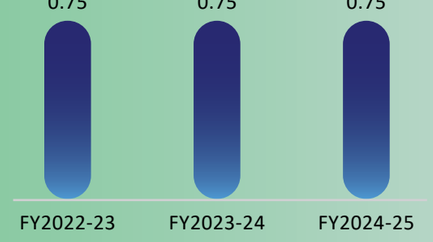


Financial Assistance Received from Government

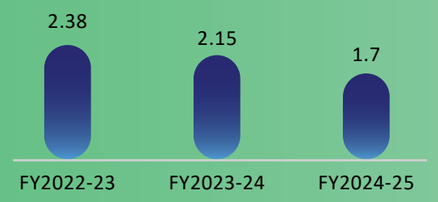
Financial Incentives (Rs Cr)



Investment Grants (Rs Cr)



Community Investments (Rs Cr)



» GRI 201-1, 201-4

ESG PERFORMANCE

ENVIRONMENT

Focus Area	Indicator	FY2024–25 Performance
GHG Emissions (Scope 1)	CO2 Emissions (Scope 1)	29.96% Decreased from FY23-24
GHG Emissions (Scope 3)	Total Scope 3 emissions	29.01% Decreased from FY23-24
Water Reuse	Water reused under ZLD	2.50% Increased from FY23-24
Hazardous Waste Reduction	Reduction from previous year	15.11% Decreased from FY23-24
Energy Intensity	Reduction from FY2023–24	19.71% Reduction in Intensity
Renewable Energy	Avoided emissions from using solar energy in FY25	306 tCO2e
Plantation	Total trees planted	250

SOCIAL

Focus Area	Indicator	FY2024–25 Performance
CSR Spending	Total amount spent on CSR	₹1.70 cr in FY2024-25
Employee Health Coverage	Employees covered with annual medical check-up	100%
Supplier ESG Assessment	% of critical suppliers assessed under sustainability	31.91% Critical supplier were covered for the assessme
Safety	Reported major injuries	1.1 LTIR (employee) occurred in FY25
Grievance Cases	Complaints filed & resolved in FY24–25	75% grievances resolved in the same year

GOVERNANCE

Focus Area	Indicator
Ethical Governance Practices	The company demonstrated strong governance performance, reporting no conflicts of interest or ethical violations, zero regulatory fines, sanctions, or legal proceedings, and no cases of bribery or corruption, dismissals, or related proceedings. Cybersecurity and data privacy remained well-managed with zero breaches or complaints, supported by an established Information Security Policy. Tax transparency was upheld with 100% compliance and no penalties or notices received. In marketing and labeling, the company recorded no regulatory violations or product recalls, and product complaints decreased to 11 in FY25 from 18 in FY24, reflecting improved operational oversight.

The following table outlines the ESG targets initially set for key environmental performance areas such as GHG emissions, water consumption, waste reduction, power consumption, and effluent reduction. While all targets have not only been achieved but significantly exceeded ahead of schedule, we recognize the opportunity to set more ambitious goals in line with our sustainability vision. Therefore, these earlier targets are being revised to drive further improvements, strengthen our environmental stewardship, and align with evolving global ESG standards.

Target Type	Base Year	Target Year	Target Status	Progress Achieved
GHG Emission Reduction	2020-21	2025-26	Target Achieved	16.7% reduction vs 15% target
Fresh Water Consumption	2020-21	2025-26	Target Achieved	24% reduction vs 10% target
Waste Reduction	2020-21	2025-26	Target Achieved	69.6% reduction vs 40% target
Reduction in Power Consumption	2020-21	2025-26	Target Achieved	20.3% reduction vs 10% target
Effluent Reduction	2020-21	2025-26	Target Achieved	40% reduction vs 30% target

FUTURE TARGET

ESG Targets for Enhanced Sustainability Performance

Focus Area	Base Year	Target Year	Target Type	Target Description
Renewable Electricity	2024–25	2030	Energy Mix Contribution	To achieve 50% use of renewable electricity in total energy consumption
GHG Emissions	2024–25	2030	Scope 1 + 2 Absolute Emission Reduction	Approximate 50% Reduction in carbon emissions (Scope 1 & 2) by year 2030 from the baseline year2024- 2025.
Water Consumption	2024–25	2030	Intensity Reduction	▪ 5% year-on-year reduction throughout the term and 30 % water reduction by the end of year 2030. ▪ Water Stewardship: Symbiotec shall demonstrate that good water stewardship practices are in place at the manufacturing sites and work towards water neutrality
Hazardous Waste	2024–25	2030	Intensity Reduction	Reduce waste generation by 10%
Recyclable Material Usage	-	2030	Circular Economy Goal	Ensure 100% packaging is recyclable
Health and Safety	2024–25	2030	Incident Rate	Achieve 0 health-related incidents

MEMBERSHIPS AND ASSOCIATIONS

Pithampur Adhyogik Sansthan - Acts as a local industry association, representing members' interests with authorities. Supports infrastructure improvements, regulatory coordination, and joint initiatives that benefit manufacturing units in the Pithampur industrial area.

Indore Management Association - Provides leadership and management training, workshops, and seminars. Helps pharma companies improve managerial efficiency and connect with regional industry leaders for knowledge sharing and collaboration.

Service Export Promotion Council - Works under the Ministry of Commerce & Industry to promote service exports, including healthcare and pharma services. Offers market intelligence, participation in global trade fairs, buyer-seller meets, and access to export incentives.

National Safety Council - Promotes occupational safety, health, and environmental practices. Provides training programs, safety audits, and compliance guidance to minimize risks and meet statutory safety requirements in pharma manufacturing.

British Safety Council - Offers internationally recognized safety training, certifications, and consultancy services. Helps pharma companies align with global safety standards, improve workplace safety culture, and enhance credibility for international business.

GRI 2-28

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a cornerstone of Symbiotec Pharmalab's approach to sustainability. It ensures that the company's sustainability initiatives are not only aligned with regulatory requirements but also reflect the values and concerns of various stakeholders. Active engagement allows the company to integrate diverse perspectives, enabling better decision-making and enhancing the company's reputation and long-term success.

By engaging stakeholders from different sectors, Symbiotec Pharmalab strengthens its commitment to sustainable practices, builds trust, and works towards the common goal of improving environmental, social, and governance (ESG) performance.

Internal Stakeholders

Senior Management

Senior management plays a vital role in guiding the company's overall strategic direction, including sustainability initiatives. Their active involvement ensures that sustainability is integrated into the company's core operations and aligns with long-term business goals

Employees and Worker

Employees and workers are key stakeholders in fostering a culture of sustainability. Their involvement in daily operations makes them essential in implementing sustainability initiatives, whether it's reducing energy consumption or improving waste management practices. Actively engaging employees and workers through regular communication and training ensures they remain aligned with the company's sustainability goals.

External Stakeholders

Investors

Investors are vital in supporting the company's financial health and growth. Their concerns often revolve around the financial stability of the company, regulatory compliance, and the potential risks and opportunities associated with sustainability efforts. Investors need assurance that Symbiotec Pharmalab is managing ESG factors effectively, as these impact long-term profitability and reputation.

Suppliers

Suppliers are integral to the supply chain and the sustainability of operations. Symbiotec works closely with its suppliers to ensure that sustainability criteria are incorporated into procurement practices. Suppliers are encouraged to meet specific environmental and social standards, ensuring that the supply chain reflects the company's commitment to sustainability.

Local Indian Authorities

Local authorities regulate business practices, including environmental compliance, health, and safety standards. By engaging with local authorities, Symbiotec Pharmalab ensures that its operations are in line with governmental policies, contributing to community welfare and local development.

Communities

Symbiotec Pharmalab's operations often have direct or indirect impacts on local communities. The company engages with these communities to understand their concerns regarding environmental, health, and social issues. This helps in mitigating risks, building stronger relationships, and ensuring the company contributes positively to the regions where it operates.

Institutions/Certification Bodies

External institutions and certification bodies such as ISO, EcoVadis, and other sustainability assessors evaluate the company's practices. By engaging with these bodies, Symbiotec Pharmalab ensures that it meets global sustainability standards and improves its performance based on external feedback.

International Regulatory Bodies

International regulatory bodies, such as the US FDA or the European Medicines Agency (EMA), set industry standards that companies must comply with, especially in the pharmaceutical sector. Engagement with these bodies helps Symbiotec Pharmalab stay updated on global regulations and align its practices with international sustainability goals.

Customers

Customers are increasingly prioritizing sustainable products. Through surveys, feedback sessions, and transparency initiatives, Symbiotec Pharmalab listens to customer concerns, preferences, and values. This engagement helps to tailor products and services that meet customer expectations, furthering the company's commitment to sustainability.

GRI 2-29

Process of Stakeholder Engagement

Effective stakeholder engagement is a continuous and systematic process that requires the integration of various channels, strategies, and actions. For Symbiotec Pharmalab, the stakeholder engagement process is designed to foster transparency, inclusivity, and two-way communication, ensuring that all stakeholders are actively involved in the sustainability journey.

Identification of Stakeholders
The first step involves identifying and categorizing stakeholders according to their level of influence, interest, and potential impact on the company's operations. This process includes mapping internal stakeholders—such as employees and senior management—as well as external stakeholders, including investors, customers, suppliers, legal authorities, and regulatory bodies.

Gathering Feedback
Feedback is gathered through various means, including surveys, interviews, focus groups, feedback forms, and consultations. For internal stakeholders, regular meetings and workshops are organized to discuss sustainability initiatives. For external stakeholders, periodic surveys, and consultations are conducted to capture their views on sustainability practices.

Monitoring and Reporting
Continuous monitoring of engagement activities ensures that the company remains responsive to stakeholder needs. Regular reporting back to stakeholders is crucial for maintaining trust and demonstrating the impact of engagement efforts. Symbiotec PharmaLab uses annual sustainability reports, stakeholder meetings, and compliance reports to keep stakeholders informed about progress.

Defining Engagement Channels
Senior Management is typically engaged through strategic meetings, executive briefings, and leadership workshops.

Employees and Workers may be engaged via surveys, town halls, training sessions, and internal newsletters.

Investors and Certification Bodies are usually engaged through annual reports, compliance audits, performance reviews, and shareholder meetings.

Suppliers and Local Authorities are engaged through supplier workshops, regulatory consultations, partnership meetings, and compliance submissions.

Legal Authorities are engaged through formal communications, legal filings, compliance updates, and interactions related to statutory requirements.

Analysis and Action
The feedback gathered is analyzed to identify common themes, concerns, and priorities. This analysis helps Symbiotec PharmaLab determine which sustainability initiatives are most important to stakeholders and assess potential gaps or areas for improvement. The company integrates this feedback into its sustainability strategy, ensuring that actions reflect stakeholder expectations.

Stakeholder	Engagement Method	Frequency	Purpose/Goal
Senior Management	■ Strategic meetings ■ Regular review sessions ■ Board discussions	Quarterly	■ Align sustainability goals with overall company strategy ■ Ensure sustainability is integrated into business operations ■ Assess risk management and business impact of ESG initiatives
Employees	■ Surveys ■ Town halls ■ Feedback sessions ■ Internal newsletters	Regular	■ Gather employee feedback on sustainability practices ■ Assess internal satisfaction and engagement ■ Promote awareness and participation in sustainability initiatives
Investors	■ Annual reports ■ Investor meetings ■ ESG performance updates ■ Webinars	Annually	■ Keep investors informed on ESG performance and strategies ■ Provide updates on long-term financial stability and sustainability risk management ■ Address investor concerns regarding sustainability
Supplies	■ Supplier workshops ■ Supplier audits ■ Collaborative meetings ■ Surveys	As required	■ Ensure suppliers meet sustainability standards ■ Strengthen partnerships and ensure sustainable sourcing ■ Address supply chain risks and opportunities
Local Indian Authorities	■ Compliance reports ■ Regulatory meetings ■ Public consultations ■ Engagement with local government bodies	As required	■ Ensure compliance with local regulations ■ Address local community concerns ■ Maintain positive relationships with authorities and regulatory bodies

Stakeholder	Engagement Method	Frequency	Purpose/Goal
Communities	■ Community outreach programs ■ Public consultations ■ Stakeholder meetings ■ Local forums	As required	■ Understand the needs and concerns of the local community ■ Share updates on sustainability efforts ■ Ensure Symbiotec's operations benefit local communities
Institutions/ Certification Bodies	■ Certification audits ■ Sustainability assessments ■ Regular communications ■ Performance reviews	As per defined frequency	■ Obtain and maintain certifications (e.g., ISO, EcoVadis) ■ Ensure compliance with industry standards ■ Improve performance based on assessment outcomes
International Regulatory Bodies	■ Compliance audit and reporting ■ Participation in industry forums ■ Regular communication on regulatory updates	As required	■ Stay updated on international regulations impacting operations ■ Ensure compliance with global sustainability standards and practices
Customers	■ Customer feedback surveys ■ Product transparency initiatives ■ Direct interactions via customer service channels ■ Focus groups	As required	■ Understand customer preferences for sustainable products ■ Incorporate customer feedback into product development ■ Improve customer satisfaction and trust in sustainability efforts

MATERIALITY ASSESSMENT

The materiality assessment is a critical process in identifying and prioritizing the Environmental, Social, and Governance (ESG) factors that are most relevant to Symbiotec Pharmalab's sustainability efforts. By systematically evaluating these topics, the company ensures that it focuses on the most significant issues that affect its operations, stakeholders, and long-term sustainability. The materiality assessment helps Symbiotec Pharmalab identify risks and opportunities that should be addressed to drive value for the business, while also aligning with stakeholder expectations.

Process of Materiality Assessment

Identification of Potential Material Topics: The first step involves identifying a comprehensive list of potential material topics that may affect Symbiotec Pharmalab's operations. This is done by reviewing global and industry-specific ESG frameworks, standards (like GRI, SASB, and MSCI), and inputs from key stakeholders. Based on this, a list of material topics is drafted for assessment.

Engagement with Stakeholders: Symbiotec Pharmalab engages with both internal and external stakeholders, including employees, investors, suppliers, regulatory bodies, and local communities. This engagement helps the company gather valuable input on the sustainability issues that stakeholders consider most significant. The feedback is collected via surveys, interviews, and consultations.

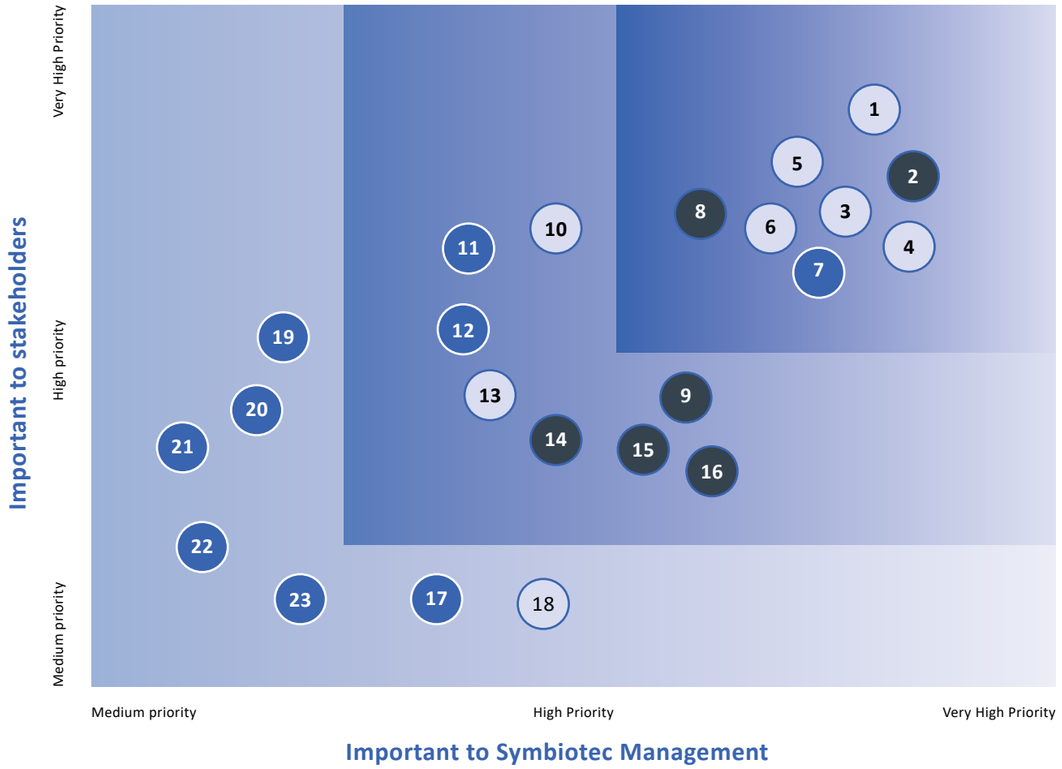
Prioritization of Material Topics: Once feedback is gathered, the company evaluates the potential impact of each material topic from both a business and stakeholder perspective. A scoring system is used, where each topic is rated based on its significance to business operations and its importance to stakeholders. Topics are then prioritized according to their impact.

Analysis of Risks and Opportunities: The identified material topics are analyzed in terms of both risk and opportunity. This involves considering how each topic may affect the company's financial performance, operational efficiency, reputation, and regulatory compliance. It also involves evaluating opportunities to enhance performance, reduce costs, and improve stakeholder relations.

Integration into Strategy: After identifying the most material topics, the company incorporates them into its overall sustainability strategy. This ensures that the focus is on addressing high-priority risks and capitalizing on opportunities, driving long-term value creation.

Monitoring and Reporting: Material topics are continuously monitored to ensure that the company remains responsive to emerging trends and changes. The results of the materiality assessment are reported in the sustainability report to demonstrate transparency and accountability in addressing these topics.

» GRI 3-1



Environment		Social		Governance	
1	Climate Change and GHG Emission	2	Workplace Health and Safety	7	Regulatory and ESG Compliance
3	Water and Effluents Management	8	Sustainable Supply Chain	11	Business Ethics & Corporate Governance, Board Diversity
4	Waste Management & Circular Economy	9	Ensuring Human Rights Compliance, Child Labor	12	Innovation and Technology (R&D)
5	Energy Management	14	Community Engagement and Impact	17	Anti-corruption and Bribery
6	Pollutant (Air, Land)	15	Diversity and Inclusion & Employee Engagement, Training, Non-Discrimination	19	Risk Management
10	Material Sourcing	16	Talent Attraction and Retention	20	Cybersecurity and Data Privacy
13	Product Stewardship			21	Ethical Marketing and Labeling
18	Biodiversity			22	Tax Transparency
				23	Public Policy Advocacy

GRI 3-2

S. No.	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk/ Opportunity	In Case of Risk, Approach to Adapt or Mitigate (if Risk) / Alternative Approach (if Opportunity)	Financial Implications of the Risk or Opportunity (Indicate Positive or Negative Implications)
1	Climate Change and GHG Emission	Risk	Regulatory pressure to reduce carbon emissions and environmental impacts. Increasing operational costs due to energy inefficiencies and carbon taxes.	Mitigate through energy-efficient manufacturing processes and reduce emissions by adopting green energy solutions.	Negative short-term due to compliance costs, but long-term positive through reduced operational costs and regulatory alignment.
2	Energy Management	Opportunity	Energy consumption is significant in API manufacturing. Optimizing energy use presents both cost-saving and environmental benefits.	Invest in energy-efficient technologies, renewable energy sources, and energy recovery systems.	Positive due to potential cost savings, lower operational expenses, and enhanced sustainability credentials.
3	Water and Effluents Management	Risk	Water is critical in API manufacturing. Potential risks due to water scarcity, pollution regulations, and effluent management.	Mitigate by improving water recycling practices, implementing zero liquid discharge (ZLD) systems, and reducing water consumption.	Negative due to potential fines and water-related operational disruptions, but long-term positive with reduced costs from water conservation.
4	Waste Management & Circular Economy	Opportunity	Increasing regulations on hazardous waste disposal and growing market preference for eco-friendly manufacturing practices.	Embrace waste minimization, recycling, and adoption of circular economy practices in the manufacturing process.	Positive due to cost savings from reduced waste management costs, and improved market perception as an eco-friendly manufacturer.
5	Pollutant (Air, Land)	Risk	Environmental pollution risks, including air emissions and chemical spills, which could lead to fines and negative public perception.	Mitigate by improving emission controls, adopting cleaner technologies, and ensuring proper hazardous waste disposal.	Negative due to fines, operational shutdowns, or reputational damage, but positive in the long term with improved environmental practices.

GRI 3-3, 201-2

S. No.	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk/ Opportunity	In Case of Risk, Approach to Adapt or Mitigate (if Risk) / Alternative Approach (if Opportunity)	Financial Implications of the Risk or Opportunity (Indicate Positive or Negative Implications)
6	Biodiversity	Risk	Risk of biodiversity loss through operational activities may negatively affect surrounding ecosystems.	Mitigate by adhering to biodiversity protection policies and investing in environmental restoration projects near operations.	Negative due to regulatory fines, but positive in the long-term for corporate reputation and reduced operational disruptions.
7	Product Stewardship	Opportunity	Opportunity to develop products that meet both regulatory standards and customer demands for safe, sustainable, and effective medicines.	Enhance stewardship by ensuring quality control, sustainability in raw material sourcing, and transparent product labeling.	Positive due to enhanced customer loyalty, improved market share, and better compliance.
8	Material Sourcing	Risk	Dependency on raw material suppliers, especially those not adhering to ethical and sustainable practices.	Mitigate by sourcing raw materials from sustainable suppliers and ensuring a transparent, ethical supply chain.	Negative due to supply chain risks, but positive in the long term through a more resilient and ethical supply chain.
9	Diversity and Inclusion & Employee Engagement, Training, Non-Discrimination	Opportunity	Promoting diversity within the workforce can enhance innovation, employee satisfaction, and long-term retention.	Invest in diversity programs, employee engagement initiatives, and non-discriminatory practices in recruitment and promotion.	Positive due to higher employee retention, increased productivity, and improved work culture.
10	Talent Attraction and Retention	Opportunity	Difficulty in attracting and retaining skilled talent in a competitive labor market.	Strengthen employer brand by offering competitive salaries, benefits, and opportunities for professional growth and development.	Positive due to reduced recruitment and training costs, and enhanced employee retention.
11	Workplace Health and Safety	Risk	Health and safety risks associated with hazardous materials and manufacturing processes, leading to accidents and potential legal liabilities.	Mitigate through strict adherence to safety protocols, providing regular safety training, and utilizing safer manufacturing processes.	Negative due to potential legal liabilities, operational shutdowns, and insurance costs, but positive due to reduced workplace injuries and costs.
12	Ensuring Human Rights Compliance, Child Labor	Risk	Legal, reputational, and operational risks from non-compliance with human rights and child labor laws in the supply chain or operations.	Mitigate by ensuring strict human rights policies and performing regular audits of suppliers and internal operations.	Negative due to fines, loss of brand reputation, and operational disruptions, but positive long-term through ethical sourcing and employee satisfaction.
13	Community Engagement and Impact	Opportunity	Positive community relationships can enhance the company's social license to operate and create a mutually beneficial impact.	Develop and implement community outreach programs, including education, healthcare, and sustainability initiatives.	Positive due to improved community relations and social responsibility image.

S. No.	Material Issue Identified	Indicate Whether Risk or Opportunity (R/O)	Rationale for Identifying the Risk/ Opportunity	In Case of Risk, Approach to Adapt or Mitigate (if Risk) / Alternative Approach (if Opportunity)	Financial Implications of the Risk or Opportunity (Indicate Positive or Negative Implications)
14	Sustainable Supply Chain	Opportunity	Growing importance of sustainability in the supply chain, with increasing customer and regulatory pressure.	Invest in sustainability certifications for suppliers, enhance collaboration with eco-friendly suppliers, and implement supplier audits.	Positive due to improved brand image and supply chain reliability and reduced operational disruptions.
15	Business Ethics & Corporate Governance, Board Diversity	Opportunity	Strong corporate governance and ethical practices lead to better decision-making, higher investor confidence, and improved reputation.	Strengthen governance frameworks, ensure diversity on board, and adhere to high ethical standards in operations.	Positive due to stronger investor relations, improved decision-making, and better corporate image.
16	Anti-corruption and Bribery	Risk	Legal and reputational risks from engaging in corrupt practices or bribery, damaging stakeholder trust.	Mitigate by implementing robust anti-corruption policies, ethics training, and a transparent reporting system.	Negative due to legal costs, fines, and reputational damage, but positive from improved internal controls and risk management.
17	Cybersecurity and Data Privacy	Risk	Risks of data breaches and cyber-attacks lead to loss of customer trust and legal liabilities.	Mitigate by implementing strong data security measures, regular cybersecurity training, and data privacy protocols.	Negative due to legal costs, customer trust loss, and reputational damage, but positive from enhanced cybersecurity measures.
18	Risk Management	Opportunity	Effective risk management ensures business continuity and minimizes financial losses from unforeseen disruptions.	Invest in comprehensive risk management systems, including predictive analytics and risk mitigation strategies.	Positive from improved operational resilience, reduced risks, and cost savings.
19	Public Policy Advocacy	Opportunity	Influencing public policy and regulatory frameworks can create a favorable environment for business operations.	Engage in policy advocacy related to sustainability, regulatory compliance, and industry standards.	Positive from shaping favorable policies and gaining strategic advantages.
20	Regulatory and ESG Compliance	Risk	Risk of non-compliance with regulatory and ESG requirements, leading to fines and reputational damage.	Mitigate by ensuring continuous compliance with environmental, social, and governance standards through regular audits and reporting.	Negative due to fines, legal costs, and reputational risks, but positive from enhanced compliance and transparency.
21	Tax Transparency	Opportunity	Ensuring transparency in tax practices enhances trust with regulators and stakeholders.	Strengthen tax reporting processes and ensure compliance with local and international tax laws.	Positive due to enhanced stakeholder trust and reduced scrutiny from tax authorities.
22	Ethical Marketing and Labeling	Opportunity	Ethical marketing practices can improve customer trust and align the company with sustainability values.	Develop clear and honest marketing campaigns that reflect the company's sustainability goals.	Positive due to improved customer loyalty, market differentiation, and brand integrity.
23	Innovation and Technology (R&D)	Opportunity	Innovation is crucial for developing new products, improving processes, and meeting evolving market demands.	Increase investment in R&D for sustainable product development and technologies that reduce environmental impact.	Positive from increased market share, improved product offerings, and long-term revenue growth.

GOVERNANCE

Governance is the silent architecture of trust that holds together the many threads of purpose, performance, people and planet. For Symbiotec — a company that synthesizes life-saving APIs — governance is not just compliance or reporting; it is the moral compass and structural backbone that ensures the operations reflect the deeper mission of advancing health in a conscientious way. Good governance means aligning the "how" of doing things with the "why" of doing them — ensuring that strategy, risk, ethics, execution and stewardship all move together.

Business Ethics & Corporate Governance, Board Diversity

Anti-corruption and Bribery

Cybersecurity and Data Privacy

Risk Management

Public Policy Advocacy

Regulatory and ESG Compliance

Tax Transparency

Ethical Marketing and Labeling

Innovation and Technology (R&D)

SDG 5

SDG 17

SDG 12

SDG 9

BUSINESS ETHICS & CORPORATE GOVERNANCE, BOARD DIVERSITY

Commitment to Ethical Governance

At Symbiotec Pharmalab, corporate governance is the cornerstone of our responsible growth and sustained success. As a trusted Contract Development and Manufacturing Organization (CDMO) in the pharmaceutical sector, we recognize that effective governance is essential not only for ensuring regulatory compliance, but also for fostering long-term stakeholder trust.

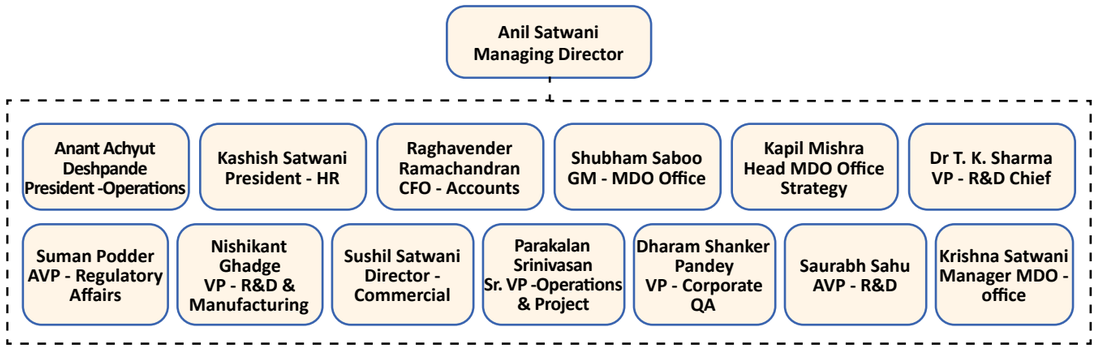
Our governance framework promotes ethical leadership, operational transparency, and robust internal controls. Through well-defined policies and oversight mechanisms, we safeguard data integrity, uphold business ethics, and foster a culture of innovation and accountability.

We remain committed to proactive risk management, transparent tax practices, and compliance with all applicable laws and ESG standards. As we continue to innovate and evolve, we do so guide by principles that prioritize ethical conduct, stakeholder engagement, and responsible advocacy.

Corporate Governance

Corporate governance is a cornerstone of Symbiotec Pharma's sustainability strategy, playing a pivotal role in ensuring the long-term success and ethical conduct of the company. Effective corporate governance fosters a transparent, accountable, and responsible approach to decision-making, which is vital for maintaining stakeholder trust. In the highly regulated pharmaceutical industry, robust governance frameworks are essential to ensuring compliance with global regulations, managing operational risks, and upholding high standards of business ethics. By prioritizing strong governance, Symbiotec Pharma not only mitigates potential risks but also creates a foundation for sustainable growth, innovation, and value creation, ultimately benefiting both the company and the communities we serve.

Corporate Governance Structure



Governing Committees in Symbiotec Pharmalab

Symbiotec has established the following Committees to oversee and address various aspects of sustainability.

Nomination & Board Governance Committee	ESG Committee	Safety Committee	CSR Committee	POSH Committee

» GRI 2-9 ,2-11 , 2-12 , 2-14, 2-17

NOMINATION & BOARD GOVERNANCE COMMITTEE

The Nomination & Board Governance Committee plays a critical role in upholding corporate governance standards at Symbiotec Pharmalab. It is responsible for overseeing board appointments, succession planning, evaluation of director performance, and ensuring that governance structures are aligned with regulatory and strategic expectations.

The committee ensures that leadership appointments are merit-based, independent, and capable of driving long-term value creation. It also monitors board diversity, skill adequacy, and independence parameters to ensure effective board functionality.

During the reporting year FY 2024–25, the committee convened eight times, achieving a 100% attendance rate. This high level of participation reflects strong board-level commitment to transparent leadership practices and governance effectiveness.

Board of Directors

Anil Satwani is a seasoned entrepreneur and leader with over 30 years of experience as a Promoter Director. He holds a B.Sc. in Chemistry, an M.A. in Economics, and an MBA in Finance. His expertise lies in business development, operations, and corporate leadership, making him instrumental in shaping Symbiotec's vision and expansion

Anil Satwani
Managing Director

Rohit Mantri is a Chartered Accountant (CA) and Company Secretary (CS) by profession. He currently serves as the Co-Head of Private Equity, where he oversees investments, portfolio management, and corporate governance. His dual qualification and leadership role in private equity bring a strategic financial perspective to the company's board

Rohit Mantri
Nominee Director

Hari Bugganna is the Founder & Chairman of InvAscent, a leading healthcare-focused investment firm. He holds a Bachelor's in Chemical Engineering (BE), a Master's in Chemical Engineering (MS), and an MBA from Kellogg School of Management, Northwestern University. His strong academic background, combined with years of leadership in investment and healthcare, adds significant value in guiding Symbiotec's growth and strategy

Hari Bugganna
Nominee Director

Shankar Gopalakrishnan is a Chartered Accountant (CA) and Certified Public Accountant (CPA) with a strong foundation in finance and governance. He has extensive experience as an Operating Partner in life sciences and healthcare, bringing deep expertise in financial structuring, compliance, and strategic oversight to the company

Shankar Gopalakrishnan
Nominee Director

A total of five Board meetings were conducted during the financial year FY 2024–25.

Driving ESG Leadership

The ESG Committee at Symbiotec Pharmalab plays a pivotal role in overseeing and guiding the company's ESG strategies. Constituted by members from key management positions, the committee is responsible for determining the priority sustainability issues, formulating ESG-related policies, and setting the company's short-, medium-, and long-term sustainability goals. It creates strategic roadmaps aligned with global sustainability standards and reviews the progress of ESG initiatives on a periodic basis to ensure continuous improvement and organizational alignment with evolving stakeholder expectations.

Corporate ESG Committee

Raghvendra Ramachandran
CFO

Kashish Satwani
President HR

Vijay Bajpai
CHRO

Anant Deshpande
President Operations

Salil Jain
Company Secretory

M.N Sasi
Head Legal & Administration

Vivek Asthana
Head-EHS & Sustainability

In FY 2024–25, the ESG Committee convened six times, with an overall attendance rate of 70%

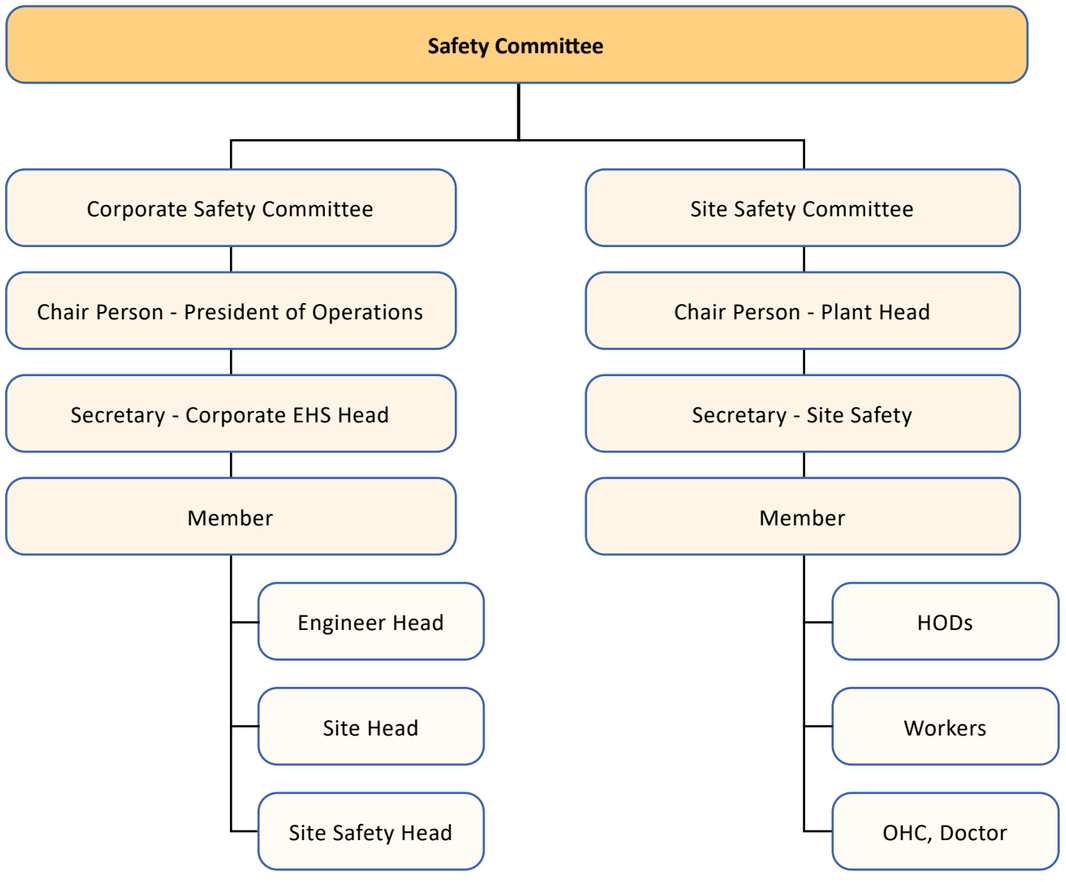
Safety Committee

Although Symbiotec Pharmalab upholds the principle of freedom of association, it does not currently have a formal union. However, the company has established safety committees at both site and departmental levels across all operational locations, ensuring active participation from workers in health and safety governance.

These committees play a key role in addressing matters related to worker health, safety, working conditions, and ongoing consultations. Site-level safety committees and departmental safety committees meet on a quarterly and bi-monthly basis, respectively, to review safety practices, monitor implementation, and identify potential risks.

Workers are actively involved in hazard identification, risk assessments, and the documentation of these activities. In addition to safety governance, a canteen committee also exists to handle food-related workplace issues. Site Heads serve as the Chairpersons of the Safety Committees, while Site Safety Heads act as Secretaries. The tenure of the Safety Committee is two years.

Structure of Safety Committee



In FY 2024–25, the Safety Committee conducted eight meetings, achieving a 70% attendance rate.

CSR Committee

Symbiotec Pharmalab has constituted a Corporate Social Responsibility (CSR) Committee in accordance with the provisions of the Companies Act, 2013. The CSR committee of the Board governs and reviews the Corporate Social Responsibility and Sustainability activities of the Company. The CSR Committee recommends the annual business plan for Symbiotec's Corporate Social Responsibility initiatives to the Board for its approval. The plan includes resource requirements and allocation across interventions and locations. The CSR Committee also receives regular update on the performance of the Company against such plans

The CSR Committee comprises the following members:

Anil Satwani	**Rohit Mantri**	**Kashish Satwani**	**M.N. Sasi**	**Hari Bugganna**

The composition, roles, and responsibilities of the Committee are fully compliant with the statutory requirements under the Companies Act, 2013.

In FY 2024–25, the CSR Committee conducted three meetings, achieving a 100% attendance rate.

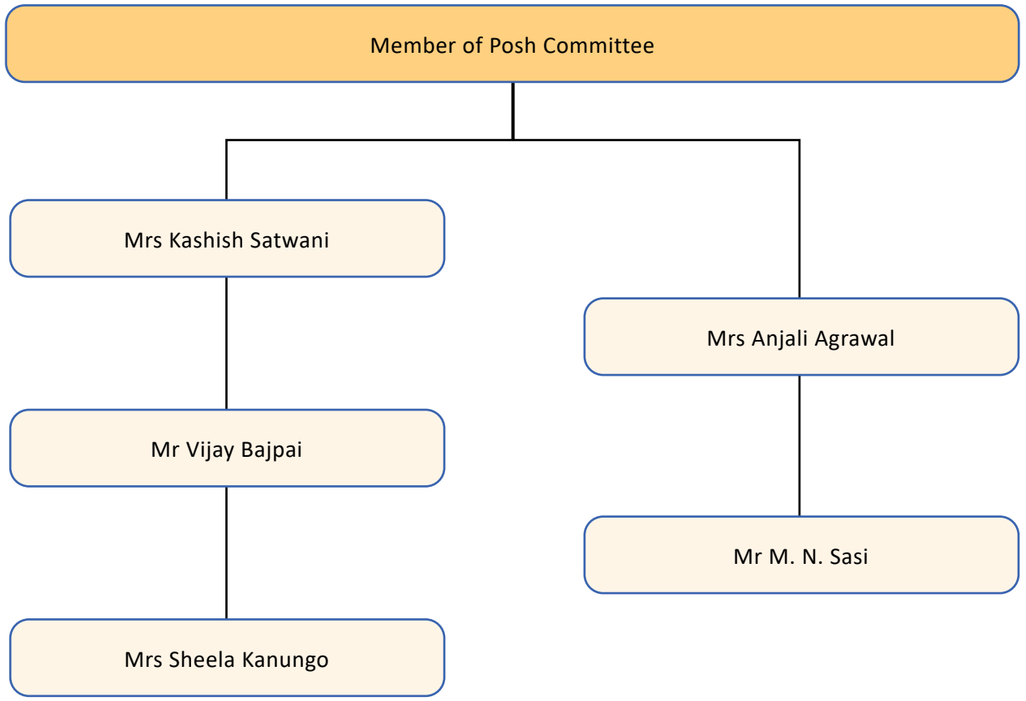
POSH Committee

The POSH Committee at Symbiotec Pharmalab has been constituted in accordance with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The committee is responsible for ensuring a safe, respectful, and inclusive workplace environment and for addressing any complaints related to sexual harassment at work.

Under the company's POSH Policy, any employee may lodge a complaint of sexual harassment against another employee by submitting a written complaint to the Chairperson or any member of the designated committee. All complaints are handled with strict confidentiality and impartiality. Upon receipt of a complaint, the POSH Committee undertakes a detailed investigation, which may include individual meetings with the complainant and the accused, review of supporting evidence, consultation with witnesses, and expert inputs where necessary. The findings are formally documented and submitted to the relevant management team for further action.

Symbiotec ensures that no employee involved in the investigation—whether complainant, witness, or committee member—is subject to retaliation or any adverse treatment. This policy reflects the company's zero-tolerance stance on workplace harassment and its commitment to upholding dignity and equity at work.

As of FY 2024–25, the POSH Committee consists of following five members:



In FY 2024–25, two POSH committee meetings were conducted and no complaint related to sexual harassment received during the reporting period.

Business Ethics

Ethical conduct is a cornerstone of responsible business practices, particularly in the pharmaceutical sector, where the consequences of unethical behavior can extend beyond financial or legal risks to include public health impacts. For Symbiotec Pharmalab, business ethics underpin every aspect of its operations from research and procurement to manufacturing and stakeholder engagement. Upholding high standards of integrity not only ensures compliance with laws and regulations but also strengthens stakeholder confidence, preserves the company's reputation, and supports its long-term sustainability. Embedding ethics in daily operations helps in creating a transparent, accountable, and inclusive workplace culture.

Guided by Integrity in Every Action

Symbiotec has formalized its approach to business ethics through a company-wide code of conduct, which applies to employees across all functions and seniority levels. The code sets out clear expectations on professional integrity, conflict of interest, confidentiality, and responsible use of company resources. Oversight of ethical governance is driven by the Company Secretary in coordination with the HR and compliance teams. Grievance redressal committees are established at all manufacturing locations to address ethical concerns and workplace complaints in a time-bound and impartial manner.

Code of conduct

Key supporting mechanisms include:

- Whistleblower and Vigil Mechanism
- Anti-Bribery and Anti-Corruption Policy
- Prevention of Sexual Harassment Policy
- Supplier Code of Conduct

Conflict of Interest & Ethics Governance –
Symbiotec Pharmalab follows a strict Code of Conduct requiring all directors and employees to act in the Company's best interest and avoid any personal or professional conflicts. Any actual or potential conflict must be reported immediately. Annual declarations are obtained from all board members and employees, and no conflicts have been reported to date.

Capacity Building & Awareness
Ethics awareness is reinforced through onboarding sessions, periodic training, posters, circulars, and townhalls. Training for third-party contractors is under consideration as part of ongoing governance enhancement.

Implementation Highlights (FY 2024–25)
New employees received ethics orientation during induction, and functional heads reinforced Code of Conduct principles through internal briefings. A digital grievance-redressal system was introduced to improve transparency and resolution efficiency. Though no formal ethical violations were reported, quarterly reviews and informal feedback loops helped proactively address workplace concerns.

Grievance & Compliance
No HR, safety, or behavioural grievances have been reported in the past three years. A new digital grievance system is being rolled out to ensure faster, more accessible, and more transparent complaint handling.

ANTI-CORRUPTION AND BRIBERY

In the pharmaceutical sector, ethical lapses such as bribery or corruption can undermine compliance with drug regulations, distort procurement processes, and weaken investor and regulator confidence. As Symbiotec Pharmalab operates in a compliance-sensitive domain, ensuring transparent and fair business practices is critical to safeguarding public health and sustaining long-term business relationships. A proactive stance on anti-corruption strengthens credibility with external stakeholders and creates a culture of accountability within the organization.

Committed to a Zero-Tolerance Anti-Corruption Culture

Symbiotec Pharmalab follows a zero-tolerance policy for anti-corruption, which is firmly rooted in its ethical governance practices. The company has adopted a comprehensive Anti-Corruption and Anti-Bribery Policy, integrated into its overarching Code of Conduct.

Symbiotec ensures full awareness and implementation of its anti-corruption measures through structured training and refresher programs. During onboarding, all employees undergo training that includes modules on ethics-related policies such as Anti-Bribery, Prevention of Sexual Harassment, and the Vigil Mechanism.

The policy is communicated to all levels of the organization—Governance body members (Managing Director and the Chief Finance Officer), employees, suppliers, and external partners. The company communicates, creates awareness, and disseminates the policy to all its employees through e-modules.

Anti-corruption policy

Implementation Highlights

In FY 2024–25, Symbiotec reported no confirmed incidents of corruption across its operations. There were no employee dismissals or disciplinary actions on corruption-related grounds, and no business relationships were terminated or non-renewed due to violations of the Anti-Corruption Policy. Additionally, no public legal proceedings were initiated against the company or its employees during the year, marking continued adherence to clean and ethical business conduct.

KPI	FY 2022–23	FY 2023–24	FY 2024–25
Cases of Anti-Bribery Activities	0	0	0
Amount of Monetary Fines (INR)	0	0	0
Number of Non-Monetary Sanctions	0	0	0

GRI 205-1, 205-2, 205-3

CYBERSECURITY AND DATA PRIVACY

GRI 418-1

As digital infrastructure becomes central to pharmaceutical operations, safeguarding sensitive business and personal data is a governance imperative. Symbiotec Pharmalab, operating in a highly regulated environment, must ensure that its IT systems are secure, customer data is protected, and risks related to cyber breaches are proactively addressed. Strong data privacy practices are vital to maintaining regulatory compliance, preventing intellectual property leakage, and preserving stakeholder trust.

Strengthening Cyber Resilience

Symbiotec Pharmalab has established a dedicated framework and internal policy for cybersecurity and data privacy, which is overseen by its IT department. This framework is aimed at safeguarding sensitive business information and personal data from cyber threats, unauthorized access, and potential breaches. The company has implemented robust technical and organizational controls to ensure the confidentiality, integrity, and availability of its digital infrastructure and data assets.

While Symbiotec does not currently conduct standalone cybersecurity training, general IT usage protocols and data protection responsibilities are part of employee orientation.

As part of its broader governance goals, the company aims to deepen awareness of digital safety across departments and suppliers, and to integrate cybersecurity KPIs in its long-term ESG targets.

Information Security Policy

Highlights

During FY 2024–25, there were no reported instances of data breaches or cyber incidents across any of Symbiotec's operations. The company also recorded zero complaints related to customer data privacy or cybersecurity vulnerabilities during the reporting period. This continues the clean compliance record reported from FY 2022–23 to FY 2024–25.

KPI	FY 2022-23	FY 2023-24	FY 2024-25
Number of Information security breaches	Nil	Nil	Nil
Clients, employees and customers affected by the breaches	Nil	Nil	Nil

GRI 418-1

PUBLIC POLICY AND ADVOCACY

For Symbiotec Pharmalab, engaging in public policy and advocacy is essential to shaping a regulatory environment that fosters responsible growth and innovation within the pharmaceutical industry. As a compliant and forward-looking organization, the company believes in contributing meaningfully to industry-wide dialogues on healthcare policy, drug regulations, and export standards. Such engagement not only helps Symbiotec align with emerging legal and compliance requirements but also strengthens trust with regulators and stakeholders by demonstrating a commitment to ethical leadership and sustainable development beyond statutory obligations.

GRI 415-1

Industry Affiliations and Responsible Engagement

Symbiotec Pharmalab maintains active participation in several key industries and regulatory associations to stay informed on emerging policy trends, sectoral developments, and compliance expectations. While the company does not engage in direct public policy advocacy, it contributes to collective industry efforts focused on promoting regulatory alignment, ethical business practices, and sectoral collaboration.

All engagements are conducted in a responsible and non-influential manner, in line with the company's Code of Conduct and Principle 7 of the National Guidelines on Responsible Business Conduct (NGRBC).

As of FY 2024-25 Symbiotec's institutional affiliations include:

S.No	Organization Name	Location Scope
1	Indore Management Association	State
2	Pithampur Adhyogik Sansthan	State
3	Pharma Export Council	National
4	Service Export Promotion Council	National
5	National Safety Council	National
6	British Safety Council	International

Symbiotec made no monetary or non-monetary contributions to any political party during FY 2024–25. There were no instances of lobbying, resource allocation, or engagement aimed at influencing public policy for commercial gain.

REGULATORY AND ESG COMPLIANCE

Maintaining full compliance with statutory regulations and ESG disclosure requirements is critical for long-term business continuity and stakeholder trust. For Symbiotec Pharmalab, compliance not only safeguards its license to operate across domestic and international markets but also ensures alignment with broader industry expectations on transparency, human rights, safety, and sustainability. A strong compliance framework enables early risk identification, fosters institutional accountability, and supports smooth collaboration with regulators, investors, and supply chain partners.

Compliance That Sustains Our Commitments

Symbiotec has constituted a dedicated ESG Committee responsible for overseeing environmental, social, and governance strategies. This committee periodically reviews compliance with all applicable laws and ESG commitments.

Although Symbiotec is an unlisted entity and not required to submit compliance certificates under SEBI regulations, it maintains high internal standards for governance and ethical operations.

GRI 2-27

Symbiotec has:

Maintained zero penalties, fines, or legal proceedings related to regulatory non-compliance for the third consecutive year.

Continued compliance with global quality and safety standards such as ISO 14001, ISO 45001, WHO-GMP, and US-FDA across both of its manufacturing sites

The company's PSCI-aligned audits and periodic EcoVadis sustainability assessments serve as additional layers of external evaluation to validate adherence to best practices in compliance and sustainability governance.

Key Metrics

Compliance Indicator	FY 2022–23	FY 2023–24	FY 2024–25
Monetary Fines	NIL	NIL	NIL
Non-Monetary Sanctions (e.g., Warning Notices, Bans)	NIL	NIL	NIL
Legal Proceedings or Regulatory Actions	NIL	NIL	NIL
External Certifications Held (ISO, GMP, etc.)	Yes	Yes	Yes

Symbiotec's legal, EHS, and quality teams undergo regular internal training and review sessions to remain updated with regulatory developments.

RISK MANAGEMENT

For Symbiotec Pharmalab, effective risk management is critical to ensuring business continuity, operational resilience, and the protection of stakeholder interests. As a pharmaceutical company operating in a highly regulated and quality-sensitive environment, Symbiotec is exposed to a range of strategic, compliance, environmental, and operational risks. Proactively identifying, assessing, and mitigating these risks enables the company to navigate uncertainties, maintain regulatory alignment, and support long-term sustainable growth. A robust risk management framework also strengthens internal governance and reinforces trust with customers, partners, and regulators.

Materiality-Driven Risk Governance

All risks are communicated to the Board by the Managing Director. Symbiotec has a structured Materiality Assessment process in place to identify business conduct and sustainability issues—particularly those related to environmental and social matters—that may present risks or opportunities for the Company. The organization maintains certified Environmental and Occupational Health & Safety (OHS) management systems in accordance with ISO 14001:2015 and ISO 45001:2018 standards. Risk assessments are conducted regularly by a trained internal team at the corporate level, and are also reviewed periodically by independent external advisors, in alignment with global best practices. Based on the outcomes of this materiality assessment, Symbiotec has identified key environmental and social issues that encompass both risks and opportunities for the organization.

GRI 207-2

TAX TRANSPARENCY

Responsible tax practices are a hallmark of ethical business conduct and contribute meaningfully to national development. As an Active Pharmaceutical Ingredient (API) manufacturer with both domestic and international operations, Symbiotec Pharmalab acknowledges the importance of transparent tax reporting, timely compliance, and fair fiscal contribution. By upholding tax transparency, the company not only meets regulatory obligations but also builds trust with investors, regulatory authorities, and the broader community.

Responsible Fiscal Conduct

Symbiotec's tax strategy is overseen by its Finance and Accounts Department, which ensures accurate computation, payment, and reporting of statutory dues. The team is responsible for maintaining compliance with all relevant direct and indirect tax laws in India, including Goods and Services Tax (GST), Income Tax, and Transfer Pricing regulations.

Implementation Highlights

- Symbiotec maintained 100% compliance with applicable tax laws in FY 2024–25.
- There were no penalties, fines, or notices issued by any tax authority during the year.
- All statutory dues were paid within the stipulated timelines, including GST, professional tax, provident fund-related deductions, and corporate income tax.
- The entity also ensures that its suppliers operating on-site are compliant with statutory tax requirements through contractual enforcement and HR checks.

» GRI 207-1, 207-2

ETHICAL MARKETING AND PRODUCT LABELING

Accurate and responsible product labeling is critical in the pharmaceutical industry, where misinformation can lead to serious health risks. Symbiotec Pharmalab, being a B2B Active Pharmaceutical Ingredient (API) manufacturer, ensures its customers receive clear, compliant, and traceable product documentation. Ethical marketing practices reinforce trust with global clients and regulatory bodies while ensuring consistent alignment with WHO-GMP, ICH Q7 and GHS and other international requirements.

Responsible Marketing Practices

The Quality Assurance (QA) team at Symbiotec oversees product labeling, safety documentation, and marketing compliance. Labels are aligned with each product is dispatched with a complete Material Safety Data Sheet (MSDS) and clearly labeled packaging reflecting safety, handling, and regulatory requirements. Marketing content, though limited due to the company's B2B model, is reviewed internally to ensure alignment with applicable laws.

ICH Q7

US-FDA and EU directives

WHO-GMP guidelines

GHS-compliant

» GRI 417-1 , 417-2 , 417-3

Key Highlights

Symbiotec reported no incidents of non-compliance with labeling or advertising laws during FY 2024–25. All dispatched product batches were accompanied by MSDS and appropriate labeling. The company's Business Continuity Plan also includes a client notification system for any service disruptions affecting product quality or delivery.

All customer concerns were managed within the defined investigation and resolution window. Complaints were evaluated through root cause analysis methods such as 5-Why Analysis and Fishbone Diagrams, followed by CAPA implementation.

Compliance Indicator	FY 2022–23	FY 2023–24	FY 2024–25
Product & Service Complaints	15	18	11
Advertising-Related Complaints	0	0	0
Complaints Pending Resolution at Year-End	0	2	3
Voluntary or Regulatory Product Recalls	0	0	0
Confirmed Violations of Marketing/Labeling Standards	0	0	0

In FY25, two pending complaints of year 2023-24 were resolved, and three new complaints remain pending for resolution in the next year.

At Symbiotec, customer feedback is treated as a critical driver of quality excellence, with most complaints typically relating to packaging deformities such as container or lid issues, label defects, and poly-bag deformation. The company follows a robust and well-governed Customer Complaint Management System led by Corporate Quality Assurance to ensure every complaint is thoroughly investigated. Symbiotec employs scientific root-cause analysis tools—including Why-Why Analysis, Fishbone Diagrams, and other problem-solving methodologies—to accurately identify the source of each issue. Based on these findings, the team formulates targeted Corrective and Preventive Actions (CAPAs), whose implementation and effectiveness are closely monitored through structured governance and review mechanisms. Pending complaints are systematically resolved through this framework, ensuring timely closure, transparent communication, and continuous improvement. All conclusions and recommendations are proactively shared with customers, reinforcing Symbiotec's commitment to reliability, accountability, and high product quality.

Customer Education and Communication

Product information is accessible at: https://www.symbiotec.com/products/

MSDS documents detail safety, composition, usage, and disposal for all API batches.

All complaints are managed through a structured investigation process led by QA.

No customer dissatisfaction or advertising violations were reported during FY 2024–25.

INNOVATION AND TECHNOLOGY

In the pharmaceutical industry, innovation is a strategic enabler that fuels product differentiation, regulatory compliance, and sustainability. For Symbiotec Pharmalab, investing in process and product innovation allows the company to maintain its leadership in niche segments such as corticosteroid and hormone APIs. Innovation supports the development of cleaner processes, enhances cost efficiency, reduces waste, and unlocks new markets through high-purity and differentiated compounds. As regulatory expectations rise and market dynamics evolve, continual R&D and technological maturity ensure Symbiotec remains future-ready and globally competitive.

Symbiotec continuously focuses our research efforts to retain our leadership position in attractive segments like Steroid and Hormone APIs. Symbiotec is actively engaged in development and piloting of various new technologies, including continuous process chemistry which involves less energy, and less waste generation.

In FY 2024–25, Symbiotec continued its investment in green process technology and continuous manufacturing.

No data breach or research-related complaint was reported during the year. These developments aligned with Symbiotec's ESG goals to deliver resource-efficient APIs and to transition toward smart manufacturing systems.

Innovation Investment Snapshot

Compliance Indicator	FY 2022–23	FY 2023–24	FY 2024–25
R&D Expenditure (INR Cr)	13.48	17.04	25.80
Capex in Environmentally Friendly Tech (INR Cr)	0.98	6.06	17.5

Adoption of Environment-Friendly Technologies and Infrastructure Upgrades

Symbiotec continues to invest in environment-friendly technologies, with spending steadily increasing over the last three years as part of its commitment to sustainable operations. Key initiatives include -

Hydrofluoric Acid Effluent Treatment Project:

Installed two specialized reactors in the Effluent Treatment Plant (ETP) to safely handle and neutralize effluent containing hydrofluoric acid, enhancing environmental protection and compliance.

24×7 Digital Surveillance of ETP Operations:

Upgraded the ETP with CCTV cameras for continuous monitoring, improving operational governance, transparency, and quick response to any deviations.

ETP Safety Improvement & Infrastructure Modernization:

Conducted a comprehensive safety review of ETP and waste-handling areas, leading to installation of lifelines, safety rails, and secure access systems to safeguard employees.

Open Tank Safety Enhancement Project:

Covered previously open ETP tanks to eliminate exposure risks, reduce accidental falls, and improve overall environmental safety standards.

Symbiotec's Key Initiatives to Drive Innovation, Efficiency & Sustainability

Energy Efficiency Through URJA Project:

Implementing the internal URJA program across all sites to identify, evaluate, and execute energy-saving opportunities, improving overall operational efficiency and reducing carbon footprint.

Sustainable Disposal of Hazardous Waste:

- SEZ plant converts ETP sludge into high-calorific powder (>2500 kcal/kg), which is sent to the cement industry for use as alternative fuel in cement kilns.
- Hazardous waste from the Rau site is responsibly disposed of at MPPCB-authorized facilities (Ramky).

Zero Liquid Discharge (ZLD) at Both Rau and SEZ Sites:

Symbiotec is also reusing treated wastewater and reusing steam condensate in boilers. The company has installed Zero Effluent Discharge (ZED) facilities at both sites, i.e., Rau and SEZ.

Solvent Circularity & 3R Approach (Recover–Reuse–Recycle):

Operating in-house solvent recovery plants to maximize captive reuse of solvents generated from mother liquor after distillation, reducing fresh solvent consumption. Surplus recovered solvents such as Methylene Dichloride, Methanol, DMF, and Acetone are sold to other industries as valuable raw materials.

Responsible E-Waste & Battery Waste Management:

Electronic waste is collected and handed over to authorized recyclers, while battery waste is managed through a buy-back system with certified dealers.

Technology-Driven Water Quality Monitoring:

Maintaining online continuous effluent analyzers to ensure compliance, process stability, and transparent monitoring.

Revenue Generation from Waste Recycling:

Selling all non-hazardous waste (poly bags, drums, steel scrap, packaging materials) to recyclers authorized by the Pollution Control Board, contributing to circular economy and resource recovery.

Water Stewardship with 4R Framework (Reduce–Reuse–Recycle–Recover):

Minimizing fresh water withdrawal by maximizing reuse of treated wastewater and steam condensate; utilizing advanced Effluent Treatment Plants.

Water-Efficient Plant Design:

New facilities are engineered for optimal water efficiency, contributing to continuous reduction in total water consumption.

Case of Innovation and R&D Advancements in Product and Process Safety

Symbiotec consistently invests in innovation and R&D to enhance product quality, process efficiency, and operational safety. A notable example is the redesign of the hydrogenation process used at the intermediate stage of manufacturing Progesterone, which previously posed a high risk of fire and explosion. Applying the Hierarchy of Controls, the company proactively substituted this hazardous step by developing a safer enzymatic route, eliminating the need for hydrogenation entirely. This strategic shift not only mitigated significant safety risks but also demonstrated Symbiotec's commitment to scientific innovation, sustainable process improvement, and safer manufacturing practices.

ENVIRONMENT

At Symbiotec our core philosophy for environmental management is centred on responsible, sustainable operations: we commit to designing, constructing and operating all facilities in ways that conserve natural and man-made resources (such as water and energy), minimise emissions and waste, and protect the wider ecology and communities we touch. By embedding these practices into every stage—from process development to end-of-life disposal—we ensure our manufacturing not only meets regulatory standards but also safeguards the planet for future generations


Climate Change and GHG Emission


Energy Management


Water and Effluents Management


Waste Management & Circular Economy


Pollutant (Air, Land)


Biodiversity


Product Stewardship


Material Sourcing

SDG 6

SDG 7

SDG 9

SDG 12

SDG 13

SDG 14

SDG 15

CLIMATE CHANGE AND GHG EMISSIONS

Symbiotec Pharmalab acknowledges the significant effects of climate change and is dedicated to managing its carbon footprint through a structured, dual-focused approach. This includes minimizing emissions at their origin and shifting toward cleaner energy alternatives. The company adheres strictly to all applicable environmental regulations and integrates climate responsibility into its overall business strategy. By emphasizing operational efficiency, encouraging innovation, and rapidly expanding the use of renewable energy, Symbiotec aims to continue growing while reducing its environmental impact.

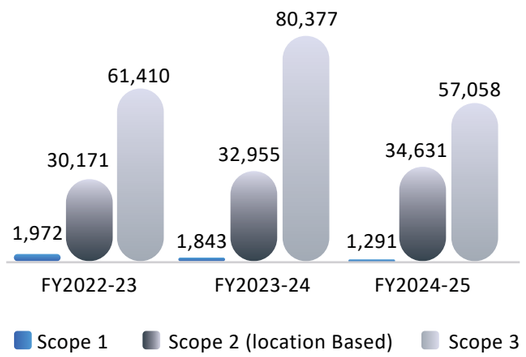
Symbiotec has set a greenhouse gas (GHG) emissions target using 2024–25 as the base year and 2030 as the target year. The company aims to achieve a Scope 1 and Scope 2 absolute emission reduction, committing to an approximate 50% decrease in carbon emissions by 2030 compared to the baseline levels of 2024–25.

Target	Base Year	Target Year	Target Type	Target Description
GHG Emissions	2024–25	2030	Scope 1 + 2 Absolute Emission Reduction	Approximate 50% reduction in carbon emissions (Scope 1 & 2) by year 2030 from the base year 2024- 2025.

GHG Emissions Profile (Scope 1, 2, and 3)

Symbiotec Pharmalab closely monitors and reports its greenhouse gas (GHG) emissions across three key categories: Scope 1 (direct emissions from owned or controlled sources), Scope 2 (indirect emissions from the generation of purchased electricity), and Scope 3 (other indirect emissions, including supply chain and business travel). Below is the year-wise breakdown of the company's GHG emissions for FY23 and FY24, with a placeholder for FY25 emissions:

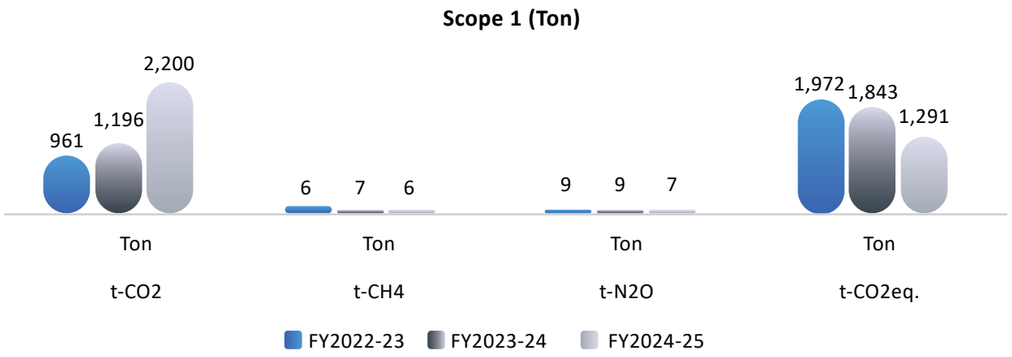
GHG Emission (Scope 1+2+3) (Ton CO2e)



Symbiotec's GHG emissions show notable improvements from FY24 to FY25. Scope 1 emissions decreased by 30%, reflecting strong control over direct emissions. Scope 2 emissions remained relatively stable, with a slight 5% increase in location-based emissions and a 4% increase in market-based emissions. Most significantly, Scope 3 emissions dropped by 29.01%, indicating major gains in reducing value-chain impacts.

Symbiotec purchased 420,643 kWh of renewable electricity for its Rau plant, resulting in a Scope 2 market-based emission of 34,325 tCO_2e in FY25.

» GRI 305-1 , 305-2 , 305-3 , 305-4 , 305-5



Symbiotec has achieved a reduction in Scope 1 emissions primarily through decreased reliance on fossil-based fuels and increased use of biomass briquettes. In parallel, the company is progressing with its URJA initiative to identify and implement energy-efficiency projects across its sites.

Key Drivers for 30% Reduction in Scope 1 Emissions

Shift to Cleaner Energy: Significant reduction in HSD and furnace oil consumption through increased adoption of biomass-based energy.

Project URJA Initiatives: Ongoing internal program focused on improving machine and equipment efficiency for energy and water savings.

Higher Production Volumes: Increased overall production, leading to better emission intensity and contributing to the decline in Scope 1 emissions.

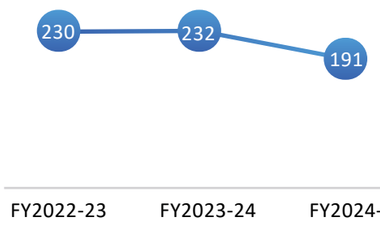
Scope 3 Emissions Performance

Scope 3	Scope 3 (Ton CO2e)	FY 2022-23	FY 2023-24	FY 2024-25
Category 1: Purchase goods & services		41,590	59,344	34,490
Category 2: Capital Goods		1,691	560	1,317
Category 3: Fuel & Energy Related		13,041	14,233	14,684
Category 4: Upstream T&D		3,760	4,521	4,727
Category 5: Waste Generation		8	9	4
Category 6: Business Travel		187	200	218
Category 7: Employee Commute		239	214	233
Category 9: Downstream T&D		893	1,297	1,385

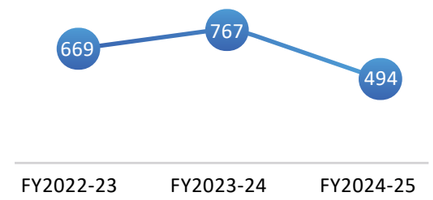
Sumbiotec Pharmalab recorded an overall 29.01% reduction in Scope 3 emissions, driven by significant improvements across key categories. Category 1 (Purchased Goods & Services) showed a 41.9% decrease, largely due to strengthened supply-chain and logistics optimization. Category 5 (Waste Generation) achieved a 51.9% reduction, reflecting effective waste-management initiatives. However, Category 2 (Capital Goods) reported a 135.4% increase, attributed to the establishment of a new unit and the associated rise in infrastructure development and capital expenditure on equipment.

The graph shows the emission intensity, expressed as ton of CO_2 emitted per ton of API production (sales basis).

Emission Intensity (Scope 1+2) Ton CO2e/Ton of Production



Emission Intensity (Scope 1+2+3) Ton CO2e/Ton of Production



Key Initiatives to Reduce GHG Emissions

Symbiotec has implemented a comprehensive suite of initiatives to reduce its greenhouse gas footprint, targeting both direct (Scope 1) and indirect (Scope 2) emissions. Major initiatives include:

Renewable Biomass Boilers

All fossil fuel-based boilers have been replaced with bio-briquette (biomass) boilers across all sites. This transition to carbon-neutral biomass fuel has drastically cut direct CO_2 emissions. Every new facility is mandated to install bio-briquette boilers, underscoring the company's long-term commitment to clean energy in steam generation. Additionally, boiler stacks are equipped with dust collectors and bag filters to curb particulate emissions, and high-efficiency scrubbers ensure flue gases are cleaned before release.

Hybrid Wind-Solar Power Procurement

To address electricity-related emissions, Symbiotec has entered into a wind-solar hybrid captive power purchase agreement for its Rau manufacturing site. This project is designed to source ~85% of the Rau facility's power from renewable wind and solar energy. The hybrid renewable project not only reduces Scope 2 emissions significantly but also enhances energy security and cost stability for the facility.

Energy Efficiency Upgrades

Symbiotec continuously invests in technologies that improve energy efficiency and thus lower emissions. An energy audit was conducted at the Pithampur SEZ site to identify savings opportunities, leading to targeted interventions. Key upgrades include installation of a high-efficiency chiller system for process cooling, replacement of over 600 conventional 36W CFL lights with 18W LED lights in plants and offices, and the use of motion sensors for lighting and air handling units in administrative and warehouse areas. These measures have reduced electricity consumption and associated CO_2 emissions. The company has also installed solar-powered streets and parking lights (Phase 1), further decreasing reliance on grid power.

Process Emission Controls

To minimize any other air emissions from manufacturing processes (beyond GHGs), Symbiotec employs advanced emission control technologies. Production reactors are fitted with double-stage condensers (chilled with cold water and brine) to capture solvent vapors and volatile organic compounds, preventing their release. Critical processing areas are equipped with isolators, glove boxes, down-flow booths, and dust collector systems to contain particulate emissions. High-efficiency particulate air (HEPA) filters in ventilation systems further ensure that air emissions are free of fine particulates. Wet scrubbers are installed at identified points to neutralize and remove process fumes before exhaust gases reach the atmosphere. These technologies collectively safeguard local air quality and reduce environmental impact.

Cleaner Refrigerants

As part of its climate-conscious upgrades, Symbiotec has phased out all ozone-depleting and high global-warming-potential refrigerant gases (ODS) in chillers and other HVAC systems. These have been replaced with CFC-free, environmentally friendly refrigerants. A program is also underway to retrofit or replace older air-conditioning units in offices with cleaner refrigerant systems. This initiative reduces the company's contribution to both ozone layer depletion and indirect GHG emissions.

ENERGY MANAGEMENT

Symbiotec Pharmalab recognizes energy management as a strategic priority, integral to both environmental sustainability and operational excellence. As an API manufacturer with energy-intensive processes, the company has instituted a comprehensive approach to optimize energy use, reduce greenhouse gas (GHG) emissions, and transition to cleaner energy sources. Symbiotec's energy strategy centers on improving efficiency across operations and increasing the share of renewables, thereby lowering carbon footprint and enhancing resilience against energy supply disruptions.

Focus Area	Base Year	Target Year	Target Type	Target Description
Renewable Electricity	2024–25	2030	Energy Mix Contribution	To achieve 50% use of renewable electricity in total energy consumption

The company plans to significantly increase its use of clean energy over the next few years. Starting from the 2024–25 base year, it aims that by 2030, half of all the energy it uses will come from renewable sources like solar and wind. This means that 50% of its total energy consumption will be shifted to greener, more sustainable alternatives.

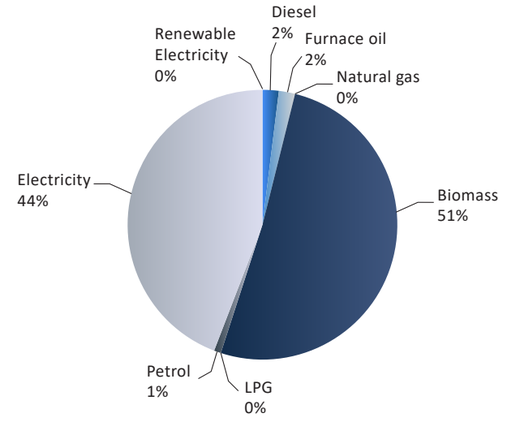
Energy Consumption Performance (FY2022–23 to FY2024–25)

Symbiotec Pharmalab has consistently focused on optimizing energy usage across a variety of fuel sources to improve efficiency and reduce environmental impact. The following tables present actual fuel and energy consumption data for FY 2022–23, FY 2023–24, and FY 2024–25.

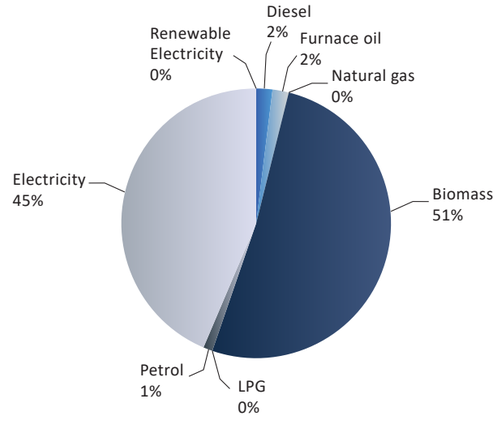
Energy Consumption	UOM	FY 2022-23	FY 2023-24	FY 2024-25
Diesel	litres	204,315	219,544	157,384
Furnace Oil	Ton	76	148	87
Natural Gas	Ton	4	-	-
Biomass	Kgs	11,527,793	12,222,833	12,316,356
LPG	Ton	3	3	1
Petrol	litres	66,880	58,740	57,411
Electricity	kWh	42,138,466	46,027,070	47,215,187
Renewable Electricity	kWh	-	-	420,643

» GRI 302-1 , 302-3, 302-4, 302-5

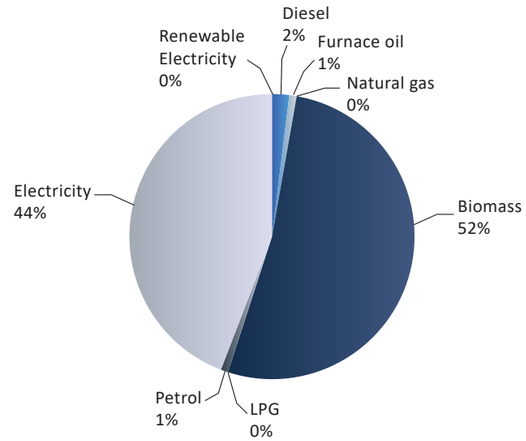
FY 2024–25



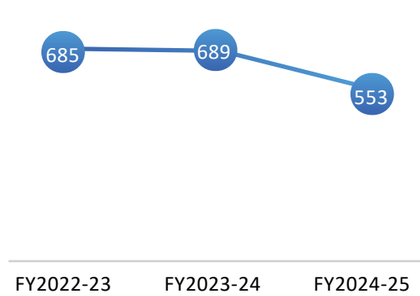
FY 2023–24



FY 2022–23



Energy Intesnity MWh/Ton



Based on the energy consumption trends for FY23, FY24, and FY25, it is evident that biomass consistently accounts for over half—more than 51%—of Symbiotec's total energy mix, highlighting the company's strong reliance on renewable and cleaner energy sources.

Energy intensity, expressed as Megawatt-hours per ton of saleable production.

Project URJAA – Symbiotec's Integrated Energy Efficiency Program -

Project URJAA is Symbiotec's focused energy conservation initiative launched at the SEZ site in October 2023. Its purpose is to identify, review, and implement energy efficiency and conservation measures on a continuous, structured basis.

Objective of Project URJAA

Reduce energy cost	Improve energy efficiency	Promote disciplined energy monitoring	Implement practical and scalable conservation measures	Strengthen sustainability performance company-wide

Core Initiatives Under Project URJAA

In-house Maintenance of P2EGCA-04 Air Compressor

Performed internal restoration and maintenance of the compressor to avoid heavy external repair or replacement costs.

Paddle Dryer Cost Optimization in Sludge Treatment

Optimized paddle dryer operations to reduce sludge treatment costs and energy usage.

Indirect Cooling of Reciprocating Air Compressors

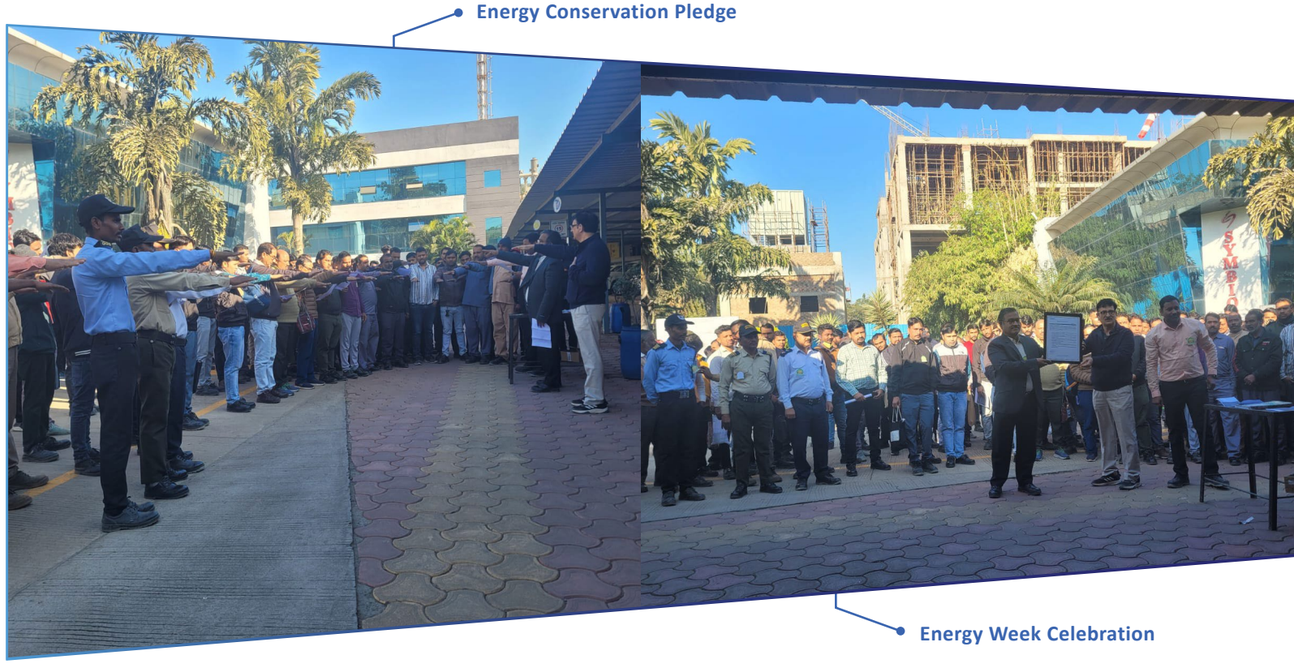
Implemented an indirect cooling system to improve compressor efficiency and reduce power consumption.

Methanol Conservation

Introduced process improvements and better operational control to reduce methanol loss and improve brine system efficiency.

Installation of 20W Solar Street Lighting (20 Nos.)

Installed solar-powered streetlights to reduce electricity consumption and promote renewable energy use.



Energy-Efficiency Initiatives

Equipment Upgrades for Energy Saving

- Energy-efficient chiller installed to reduce electricity load at utility level
- 396 CFM screw compressor installed (replacing reciprocating type) for lower electricity consumption
- 300 KVAR APFC panel installed to maintain unity power factor, reducing energy loss & penalties
- Zero-loss auto drain valves installed to avoid compressed-air leakage losses

Systematic Energy Performance Monitoring

- Energy audits conducted regularly for identifying hotspots and improvement opportunities
- Equipment-wise & block-wise energy consumption tracked boilers, reducing fuel consumption

Lighting Improvements

- Replaced 600 numbers of CFL PLL (36W) with 18W LED PLL lamps
- Installed motion sensor LED lights in admin, warehouse AHU areas, and Unit-2 AHU
- Installed solar street lights and parking lights (Phase 1)

Process & Utility Optimization

- VFDs added to brine plant pumps to control RPM, reduce load & extend equipment life
- Stopped unwanted pumps in chilled-water plants to eliminate wastage
- Steam condensate recovered & reused in boilers, reducing fuel consumption

Renewable Energy Adoption Initiatives

Shift Toward Renewable Electricity

- Rau site targets 85% renewable electricity (solar + wind hybrid) to reduce Scope-2 emissions
- Agreement with MP Windfarm Development Pvt. Ltd. to purchase 1.25 MW hybrid solar-wind renewable power
- This initiative is estimated to reduce CO_2 emissions by ~4500 MT per year

Renewable Lighting

- Solar street lighting installed across sites

Cleaner Fuels for Boilers

- Bio-briquette-based boilers installed at all sites, reducing dependence on fossil fuels
- Natural gas & biomass used instead of furnace oil for boilers (to reduce Scope-1 emissions)

Energy Cost-Saving Initiatives

Reduction of Electricity Bills

- LED upgrades and motion sensors cut lighting costs significantly.
- APFC panel maintains optimal power factor, **avoiding penalties** and reducing electricity bills.
- VFDs and efficient compressors lower power consumption for utilities and processes.

Reduction of Fuel Costs

- **Reuse of steam condensate** reduces boiler fuel demand.
- Switching from furnace oil to **bio-briquettes & natural gas** reduces fuel expenditure.
- Elimination of unnecessary pumps cuts operational running cost.

Reduced CO2 Emissions = Long-Term Cost Advantage

- Renewable power adoption (1.25 MW hybrid & 85% renewable goal) reduces dependence on expensive grid electricity and insulates from tariff fluctuations.

Systematic Monitoring

- Detailed **block-wise and equipment-wise energy monitoring** helps identify cost-saving opportunities.
- **Energy audits** support continuous cost-optimization across sites.

WATER AND EFFLUENTS MANAGEMENT

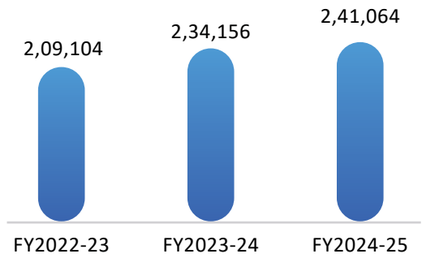
Symbiotec Pharmalab recognizes water as a critical resource in pharmaceutical manufacturing and has adopted a comprehensive strategy for sustainable water and effluent management. The company's operations rely on municipal supply to meet water needs for the processes. A combination of conservation initiatives, technological upgrades, and strict monitoring has enabled Symbiotec to reduce its water consumption footprint while ensuring that all wastewater is effectively treated and recycled.

Water Consumption	2024–25	2030	Intensity Reduction	■ 5% year-on-year reduction throughout the Term and 30 % water reduction by the end of year 2030 ■ Water Stewardship : Symbiotec shall demonstrate that good water stewardship practices are in place at the manufacturing sites and work towards water neutrality

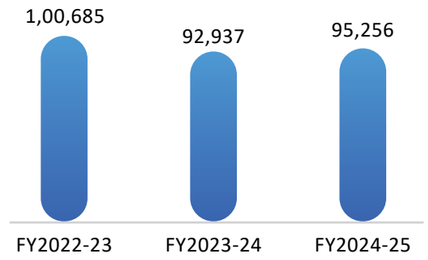
Water Consumption Performance (FY2022-23 to FY2024-25)

Symbiotec Pharmalab tracks its water usage and effluent treatment performance carefully to ensure its water consumption remains within sustainable limits while meeting production needs.

Water Withdrawal (Municipal Water) (KL)

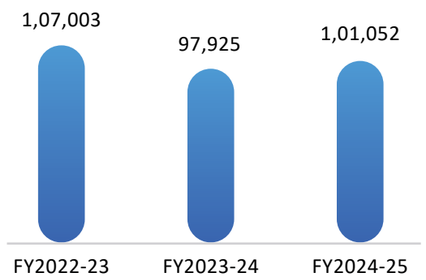


Water Recycled (KL)

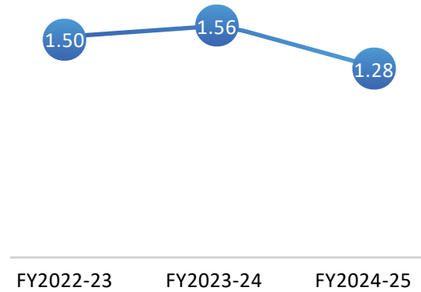


Water intensity is measured as cubic meters (m^3) of water consumed per kilogram of saleable production.

Wastewater Treatment (KL)



Water Intensity (KL/Kg)



» GRI 303-1 , 303-3 , 303-5

Water Conservation Initiatives

1. Zero Liquid Discharge (ZLD) — Core Water Conservation Backbone

Both units (Rau & SEZ) operate Zero Liquid Discharge (ZLD) systems. This is one of the most advanced water conservation approaches because it ensures no wastewater leaves the factory.

How the ZLD process conserves water

Primary Treatment: Electrocoagulation + DAF helps remove suspended solids and contaminants early.

Secondary Treatment: Aerobic activated sludge process reduces organic load (COD/BOD).

Tertiary Treatment: Two-stage RO purifies water, generating clean permeate.

RO Reject Treatment: RO reject goes to Multiple Effect Evaporator (MEE), which evaporates the water.

ATFD System: Remaining concentrated sludge from MEE is dried in ATFD and converted into salt, preventing any liquid discharge.

MEE Condensate Reuse: The clean condensate from MEE is reused in cooling towers, reducing fresh water dependence.

Impact:

- Freshwater requirement decreases because significant water is recovered and reused.
- No contaminated water enters the environment.
- Moves operations closer to self-sufficiency in water

2. Internal Reuse of Treated Water

The condensate from the MEE—essentially purified steam—is reused in cooling towers.

39.52% Recycled water consumed in FY25

Why this matters:
Cooling towers typically consume large volumes of water.

Replacing this with recycled condensate reduces the need for freshwater withdrawal.

3. Daily Monitoring and Tracking of Water Consumption

Symbiotec maintains daily internal water consumption records for better visibility and control.

Helps quickly identify water wastage, leakages or abnormal spikes.

Enables block-wise optimization.

Supports long-term water reduction planning.

WASTE MANAGEMENT & CIRCULAR ECONOMY

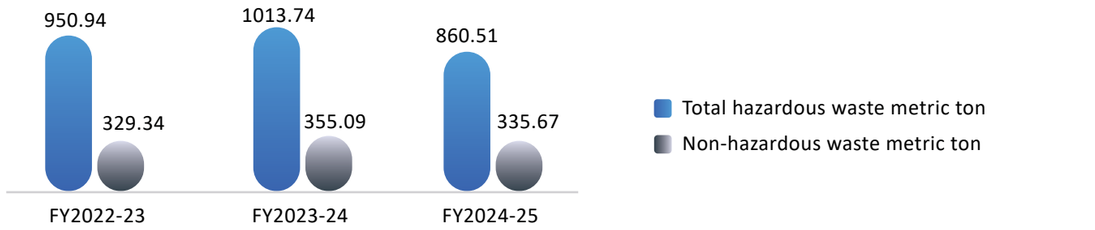
Symbiotec Pharmalab follows a "Zero Waste" philosophy, aligning its waste management approach with circular economy principles of Reduce, Reuse, and Recycle. The company place a comprehensive focus on handling all types of waste (hazardous and non-hazardous) responsibly, ensuring waste from both its manufacturing units is either recycled or properly treated for safe disposal. Symbiotec's commitment to sustainable waste management is underscored by strict compliance with environmental regulations – evidenced by zero environment-related fines or violations in recent years.

The company has set a hazardous-waste reduction target to cut waste-generation intensity by 10% by 2030, with the target period beginning in FY 2024–25.

Hazardous Waste	2024–25	2030	Intensity Reduction	Reduce waste generation by 10%

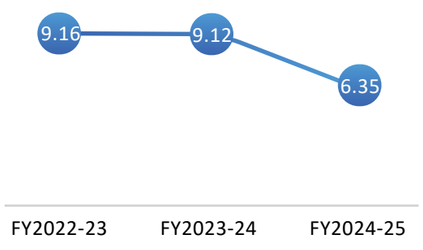
Charts show waste generation and waste intensity per ton of production.

Waste Generated (SEZ and RAU) (MT)

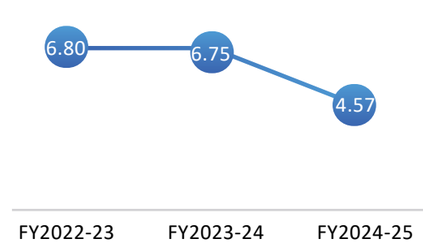


Waste intensity is measured as ton of waste generated per ton of saleable production.

Total Waste Intensity (Metric Tons/Tons)



Hazardous Waste Intensity (Metric Tons/Tons)



GRI 306-1 , 306-2 , 306-3

Waste Management Initiatives

Strong 3R & Zero-Waste Philosophy	■ Symbiotec operates on the 3R principles – Reduce, Reuse, Recycle, aiming for a zero-waste approach. ■ It has standard operating procedures for hazardous, non-hazardous, biomedical and e-waste management to ensure controlled handling.
Systematic Segregation, Storage & Labelling	■ All waste is segregated, labelled and stored in dedicated waste-storage areas at both sites before treatment or disposal.
Hazardous Waste Management	Co-processing as Alternative Fuel ■ SEZ Site: Hazardous wastes (like ETP sludge, process residues, distillation residue, spent carbon) are sent to cement industries for co-processing in cement kilns as an alternative fuel. ■ Rau Site: Hazardous waste is disposed at MPPCB-authorized TSDF (Ramky) when volumes cannot be recycled.
Non-Hazardous Waste Recycling	■ Non-hazardous wastes (liners, packaging materials, MS/SS scrap, boiler ash, wood waste, glass) are sent to authorized recyclers, brick manufacturers, or cement industries for recycling or co-processing.
Solvent Recovery & Circular Economy	■ The company has in-house solvent recovery plants operating on Recover–Reuse–Recycle principles. ■ Recovered solvents (e.g., methanol, acetone, DMF, MDC) are reused internally or sold to external industries as raw materials. ■ This significantly reduces fresh solvent consumption and waste solvent disposal volumes.
Electronic, Battery & Biomedical Waste	■ E-waste: Disposed through MPPCB-authorized recyclers, with mandatory annual reporting. ■ Battery waste: Managed via buy-back systems with dealers. ■ Biomedical waste: Sent to MPPCB-approved contractor M/s Hoswin.

AIR AND SOIL POLLUTION MANAGEMENT

1. Air Pollution Management

Initiatives and Control Measures:

Symbiotec Pharmalab recognizes air emissions—particularly SO_2 and NOx from DG sets—as significant environmental concerns. The company has adopted a multi-pronged approach to mitigate air emissions from both process sources and utilities:

Transition to Bio Briquette Boilers:
All fossil oil-based boilers have been replaced with biomass-based bio briquette boilers at both RAU and SEZ facilities. This transition helps reduce direct combustion-related emissions and is aligned with the company's Scope 1 GHG reduction target of 25% from the 2020 baseline.

Scrubber Systems:
Multi-stage scrubbing systems are installed to control and neutralize gaseous pollutants emitted during various production processes. These include acid/base scrubbers and mist eliminators to trap volatile organic compounds (VOCs).

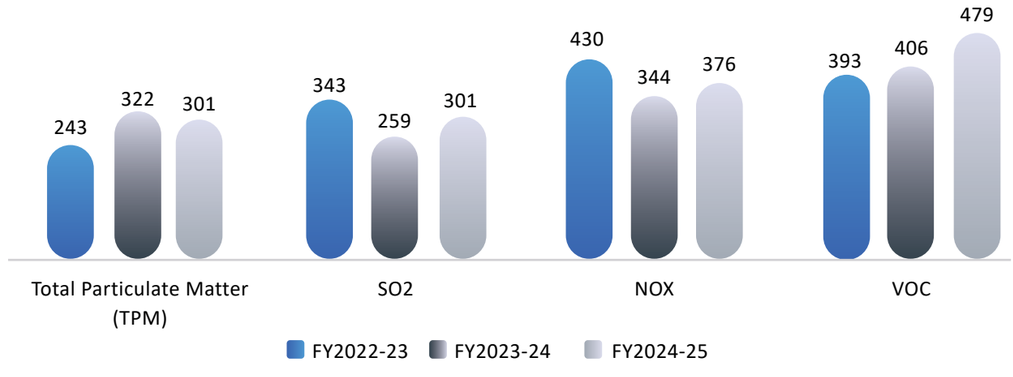
Condensers, Isolators, and Glove Boxes:
Double-stage condensers using chilled brine and cold-water help capture volatile emissions at source. Isolators and glove boxes reduce particulate emissions during material handling and sampling.

HEPA Filter in Air Handling Unit (AHUs):
In powder processing zones, Symbiotec uses AHUs fitted with HEPA filters to contain dust and airborne pollutants.

Stack Emission Monitoring:
Continuous stack emission monitoring is carried out through NABL-accredited third-party labs. Key pollutants (SO_2 and NOx) are regularly measured, and the results are well within regulatory limits.

ODS Phase-Out Plan:
All ozone-depleting refrigerants (ODS) in chiller systems have been replaced with non-ODS alternatives, and a roadmap is in place to replace smaller AC units still using legacy gases.

Air Emission (Kg) (Rau+SEZ)



This chart shows air emission from Symbiotec facilities for last 3 years trend.

» GRI 305-7

2. Soil Pollution Management

Initiatives and Control Measures:

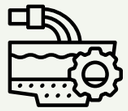
Although soil pollution risks are relatively lower in a controlled API manufacturing environment, Symbiotec ensures proactive management through the following:

Zero Liquid Discharge (ZLD):

Both RAU and SEZ sites are ZLD-certified, meaning 100% of wastewater is treated and reused on-site, thus preventing soil contamination through any form of liquid effluent discharge.

Secure Storage & Disposal:

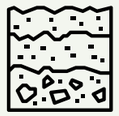
Hazardous solid waste (like spent catalysts, distillation residue, or filter media) is stored in impermeable containers and sent to certified TSDF (Treatment, Storage, and Disposal Facilities), preventing leaching or soil contamination.



Effluent Sludge Management:

At the SEZ facility, sludge from Effluent Treatment Plants (ETPs) is dried using paddle dryers and used as an alternative fuel in cement kilns, given its calorific value (>2500 kcal/kg).

Sludge from the RAU site, which has lower volume, is sent to a Pollution Control Board-authorized hazardous waste disposal site (Ramky).



Soil Quality Monitoring:

Regular soil testing is conducted across the site periphery and green zones. Parameters like pH, EC, Chloride, and moisture content are monitored, and test results indicate that the soil remains within healthy thresholds.

Greenbelt and Landscaping:

The company has significantly increased its plantation activities over the past 3 years (100 → 150 → 250 plantations annually), which also supports soil stabilization and erosion prevention.

BIODIVERSITY

Overview of Biodiversity Commitments

Symbiotec Pharmalab is committed to protecting biodiversity as a key part of its sustainability strategy. The company focuses on minimizing its environmental impact through responsible practices that help preserve local ecosystems. This commitment is reflected in the company's adoption of a Biodiversity Policy, which formalizes its dedication to conserving local wildlife and natural resources.

Symbiotec ensures that its operations are conducted in a way that minimizes negative impacts on biodiversity by avoiding groundwater extraction and relying instead on surface water supplies, thereby protecting local water resources and supporting surrounding ecosystems. As part of its broader environmental responsibility, the company is also implementing a rainwater harvesting system at its Indore (Rau) site to help recharge local groundwater, contributing to sustainable water management and further strengthening the health of the local ecosystem.

Symbiotec has made significant progress in its plantation efforts. Over the past three fiscal years, the company has steadily increased its plantation activities:

FY2022-23, 100 plantations were carried out.

FY2023-24, the number increased to 150 plantations, reflecting a 50% growth in plantation activities.

FY2024-25, the company further accelerated its efforts, reaching 250 plantations.

» GRI 304-2

PRODUCT STEWARDSHIP

Symbiotec Pharmalab's approach to Product Stewardship is rooted in responsible innovation and lifecycle management of its pharmaceutical products. As a leading producer of corticosteroid and hormone APIs, Symbiotec integrates sustainability into every stage – from R&D and manufacturing to waste disposal – ensuring minimal environmental impact while maintaining the highest quality standards. The company's Environmental Policy, endorsed by top leadership, commits to conducting all operations in a manner that protects the environment and conserves resources for future generations. This ethos translates into a constant endeavor to leverage technological advancements for resource conservation and pollution prevention. Symbiotec places great emphasis on identifying opportunities to save energy and water, reduce waste, and manage materials more effectively throughout the life cycle of every product. By linking opportunity with responsibility, Symbiotec's product stewardship initiatives not only mitigate environmental footprint but also address broader social obligations to community health and safety.

In practice, Symbiotec's product stewardship is characterized by a "zero-waste" and circular economy philosophy and the 3R principles (Reduce, Reuse, Recycle). The company has established state-of-the-art infrastructure – from solvent recovery systems to bio-fueled boilers and zero-liquid-discharge plants – to ensure that growth is achieved sustainably.

Product Stewardship Initiatives

Safe End-of-Life Management of Products & Materials

Symbiotec has robust processes to ensure products and raw materials are managed with minimal environmental harm:

- **No product rejections/returns** due to robust, validated processes, reducing waste generation.
- **Hazardous waste** (sludge, residues) is **100% sent for co-processing** in cement industries as alternative fuel (SEZ) or disposed safely at MPPCB-approved TSDF (Rau).
- **Expired/Off-spec raw materials are returned to suppliers for reprocessing;** if not possible, disposed through co-processing.
- **Finished goods** not meeting specifications are reprocessed; if not feasible, safely co-processed.
- **E-waste, battery waste, packaging waste** sent to authorized recyclers.

Compliance with Extended Producer Responsibility (EPR)

- **Symbiotec has applied for EPR registration** under Plastic Waste Management Rules, ensuring accountability for plastic packaging waste.

» GRI 416-1

Life Cycle Assessment (LCA)

- Conducts **Life Cycle Assessments** for products from R&D to market return to identify opportunities to reduce environmental impact.

Sustainable Procurement & Supplier Stewardship

- **100% key inputs** sourced from suppliers who sign the **Supplier Code of Conduct,** covering environment, social and governance expectations.
- Sustainable sourcing includes **environmental protection,** ethical practices, and human rights compliance by suppliers.

Reduction of Environmental Footprint During Manufacturing

Environmental objectives directly tied to product stewardship:

- Reduction targets for **CO_2 emissions, hazardous waste, effluent, energy use,** and **fresh water consumption** with defined timelines.
- Shift toward **biomass** to reduce Scope 1 emissions and **renewable energy use** to reduce Scope 2 emissions.

Safe & Compliant Production Systems

- Certified under **ISO 14001 (environment)** and **ISO 45001 (safety)** ensuring safe, environmentally responsible manufacturing practices.
- Extensive legal compliance in waste, emissions, and hazardous materials handling, ensuring responsible production at every stage.

MATERIAL SOURCING

Sustainable Material Sourcing and Circular Economy Practices

Symbiotec Pharmalab has progressively strengthened its material sourcing practices, emphasizing sustainable procurement of raw materials and packaging, supplier engagement, and circular economy initiatives. These efforts are driving Symbiotec toward a more resilient, ethical, and resource-efficient supply chain, aligned with global sustainability expectations.

Sustainable Sourcing and Localization:
Symbiotec has focused on building a more resilient supply chain by localizing key raw materials and reducing import dependency. Through participation in India's Production-Linked Incentive (PLI) scheme, the company has advanced plans for domestic manufacturing of Key Starting Materials (KSMs) used in steroid and hormone APIs. This initiative supports supply chain resilience and strengthens local sourcing capabilities.

Circular Use of Materials:
Symbiotec has integrated the "3R" principle (Recover, Reuse, Recycle) into its manufacturing processes. Solvent recovery systems capture and repurpose solvents such as methanol, acetone, and methylene dichloride, which are reused in-house or sold to authorized external industries, reducing waste generation and promoting circular economy practices. Non-hazardous waste streams—including poly bags, metal scrap, and drums—are diverted to authorized recyclers, minimizing landfill disposal.

Supplier Engagement and ESG Integration:
Symbiotec has implemented a Sustainable Procurement Policy and a Supplier Code of Conduct, outlining expectations for supplier performance on environmental, labor, and ethical standards. By FY2023-24, 66% of targeted suppliers had undergone ESG assessments aligned with these standards. Symbiotec continues to engage its supplier base through risk assessments, compliance monitoring, and capacity-building initiatives to ensure alignment with its sustainability commitments.

Packaging and Waste Management:
Symbiotec has improved its management of packaging materials by increasing recycling rates for plastic packaging waste and promoting reuse wherever possible. The company also collaborates with cement plants to co-process hazardous waste, including ETP sludge, as an alternative fuel, supporting waste diversion from landfills and contributing to circular economy outcomes.

Hazardous Waste Co-Processing:
A significant portion of hazardous waste generated at the SEZ site is co-processed in cement kilns, reducing landfill dependency and ensuring responsible disposal. The Rau site, with lower hazardous waste volumes, continues to send waste to authorized TSDFs for safe treatment and disposal.

Governance and Oversight:
Symbiotec's sustainable sourcing strategy is overseen by a cross-functional committee that monitors progress, reviews supplier compliance, and evaluates sustainability risks. The company maintains transparency by aligning its procurement and material management practices with broader ESG goals and sustainability reporting frameworks.

SOCIAL

People are at the heart of Symbiotec Pharma's growth and purpose. As our industry rapidly evolves, we remain committed to empowering our workforce through continuous upskilling, reskilling, and an uncompromised focus on employee health, safety, and well-being. Our responsibility extends beyond our operations, through meaningful CSR initiatives and community engagement, we contribute to broader social development. We also uphold strict standards across our supply chain to protect human rights and labour rights, prevent child labour, and ensure ethical and safe working conditions. Together, these commitments strengthen our people-first culture and highlight our belief that innovative social practices are vital to sustaining long-term business growth.

Diversity and Inclusion & Employee Engagement, Training, Non-Discrimination

Talent Attraction and Retention

Workplace Health and Safety

Ensuring Human Rights Compliance, Child Labor

Sustainable Supply Chain

Community Engagement and Impact

SDG 1

SDG 2

SDG 3

SDG 4

SDG 5

SDG 8

SDG 10

SDG 11

SDG 16

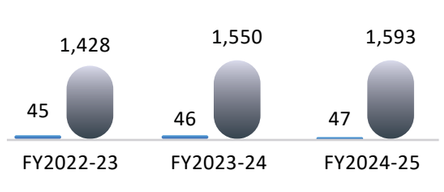
DIVERSITY AND INCLUSION, LABOR PRACTICES AND EMPLOYEE ENGAGEMENT

At Symbiotec, we recognize that our people are the driving force behind our performance, resilience, and innovation. Fostering diversity and inclusion, upholding ethical labor practices, and meaningfully engaging our employees are central to building a sustainable and high-performing organization. In a competitive and regulated industry like pharmaceuticals, it is essential to create an inclusive and respectful workplace that offers fair treatment, safety, and equal opportunity for all- regardless of gender, age, ability, or background. This not only enhances employee satisfaction and retention but also builds our reputation as a responsible employer.

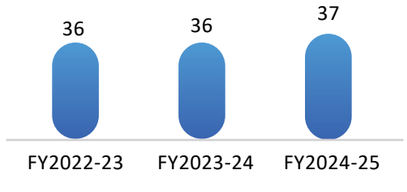
We are committed to cultivating a workplace culture anchored in fairness, transparency, and continuous development. We ensure adherence to national labour laws and international conventions, prohibiting child labour, forced labour, and discrimination. Our workforce policies cover non-discrimination, equal pay, maternity support, and grievance redressal. We promote gender equity through fair hiring practices and uphold zero tolerance toward harassment or corruption. Training, upskilling, and leadership development programs are regularly conducted to foster employee growth. Employee feedback is encouraged through regular surveys and townhalls. Additionally, our inclusive employment practices enable opportunities for differently abled individuals and minorities.

Category	FY 2022-23	FY 2023-24	FY 2024-25
Total Employees (Female)	45	45	46
Total Employees (Male)	1229	1295	1326
Total Employees	1274	1340	1372
Total Contractual Workers (Female)	0	1	1
Total Contractual Workers (Male)	199	255	267
Total Contractual Employees	199	256	268
Minorities in workforce	25	26	24

Total Workforce



Average Age



GRI 2-7 , 2-8

Category	FY 2022-23	FY 2023-24	FY 2024-25
No of Employees with Disabilities	1	1	1

Age Group	FY 2022-23	FY 2023-24	FY 2024-25
Employees <30 Years	289	316	330
Employees 30-50 Years	898	927	923
Employees >50 Years	87	97	119

Employee Communication System

Multi-Channel Communication

- Emails, notice boards, team meetings
- EHS dashboard and digital platforms

Two-Way Information Flow

- Employees can ask questions and share suggestions
- Regular feedback collection

Safety & Operational Updates

- Alerts, policy updates, procedures
- Daily toolbox talks and shift briefings

Employee Engagement Platforms

- Suggestion boxes, open-door discussions
- Grievance redressal and whistle-blower mechanism

Transparency & Alignment

- Clear communication of goals, values, and expectations
- Ensures employees stay aligned with safety and sustainability priorities

Regular Town Halls

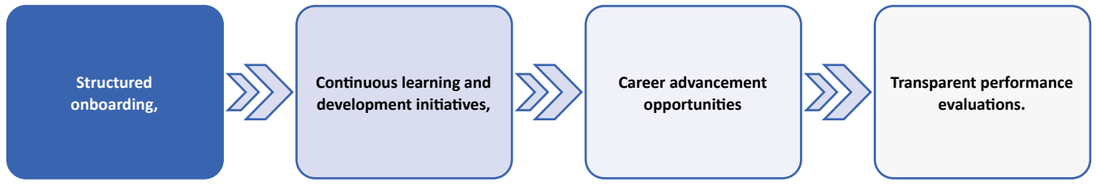
- Planning to start regular town hall meetings
- Enabling direct interaction between employees and senior management

TALENT ATTRACTION AND RETENTION

In the pharmaceutical manufacturing sector, attracting and retaining skilled professionals is critical for operational excellence, innovation, and regulatory compliance. At Symbiotec Pharma lab, our ability to develop, engage, and retain talent directly influences our productivity, quality assurance, and business resilience. As we expand our API manufacturing capabilities and strengthen our global positioning, the need for a capable and diverse workforce becomes even more important. Symbiotec acknowledges that a robust talent retention framework ensures business continuity, reduces recruitment overheads, and enhances employee morale ultimately reinforcing our competitive advantage.

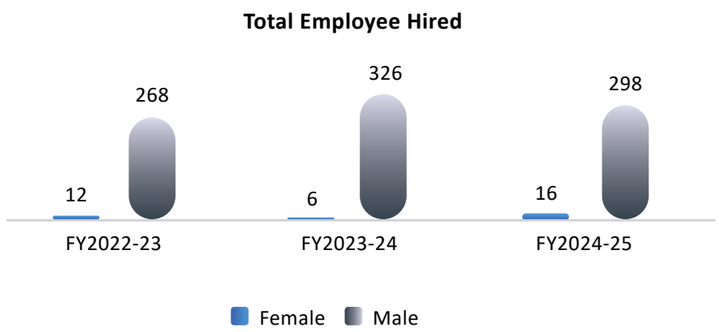
Our Approach

We implement a merit-based and competency-driven recruitment process, supported by:



Symbiotec emphasizes inclusive hiring by offering equal opportunities regardless of gender or background. Additionally, we continuously monitor employee engagement through feedback mechanisms and work culture assessments to ensure high retention, job satisfaction, and career fulfilment.

Metrics	UOM	FY 2022-23	FY 2023-24	FY 2024-25
Total new employee hired	Numbers	280	332	314
Total hiring on Technical Position	Numbers	262	310	299
Total hiring on Administrative Position	Numbers	18	22	15
Total female employee hired	Numbers	12	6	16
Total male employee hired	Numbers	268	326	298

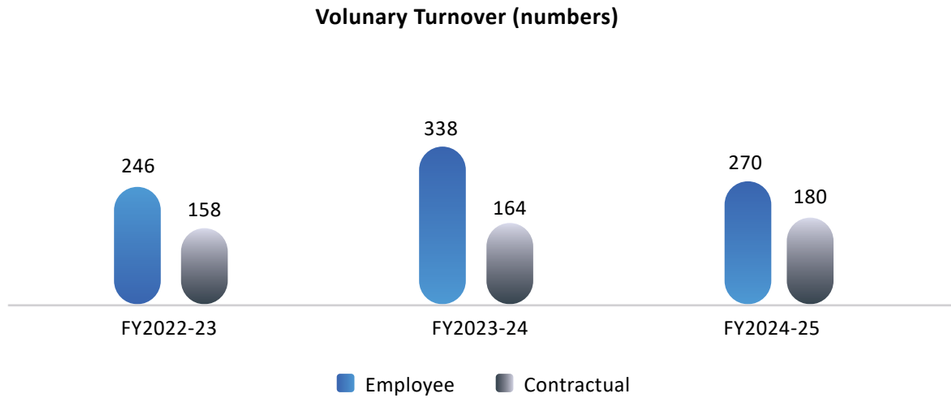


GRI 401-1

During FY 2024–25, Symbiotec hired 314 new employees, a strong indicator of operational expansion and continued focus on human capital development. We hired technical positions, reinforcing our commitment to strengthening our core API manufacturing and R&D functions. As well as for administrative positions, supporting operational and organizational efficiency.

Women in New Hires increased to 5.1% in FY 2024–25, up from 1.8% in the previous year

Over the past three years, voluntary turnover rose sharply by 37.4% in FY 2023–24 and subsequently declined by 20.1% in FY 2024–25, indicating a peak followed by stabilization. Contractual turnover continued to increase steadily, by 3.8% and 9.8% over the same periods. Notably, there were no instances of involuntary turnover during this timeframe.



OCCUPATIONAL HEALTH AND SAFETY

As a leading manufacturer of corticosteroids and hormone APIs, Symbiotec Pharma lab operates in a high-risk industrial environment where health and safety risks are inherent due to chemical handling, high-temperature processes, and complex operational machinery. Occupational Health and Safety (OHS) is a core component of Symbiotec's commitment to employee well-being, statutory compliance, and operational integrity. Ensuring a safe workplace directly supports the company's alignment with but also strengthens operational efficiency and compliance with national and international standards. With the inherent risks in chemical and API manufacturing, proactive OHS management is imperative.

Symbiotec Pharmalab follows a proactive, prevention-first approach to health and safety, guided by ISO 45001 standards. Symbiotec has institutionalized a robust and certified Occupational Health and Safety Management System (OHSMS) under ISO 45001:2018, covering its SEZ Pithampur and Rau units. The company's approach focuses on regular risk assessments, safety audits, risk-based prevention, employee involvement, capacity building and training sessions, infrastructure upgrades, and compliance are conducted across sites. Incident reporting is digitized and reviewed periodically to identify root causes and prevent recurrences.

GRI 403-1 , 403-2, 403-3 , 403-4 , 403-5, 403-6, 403-7, 403-8, 403-9

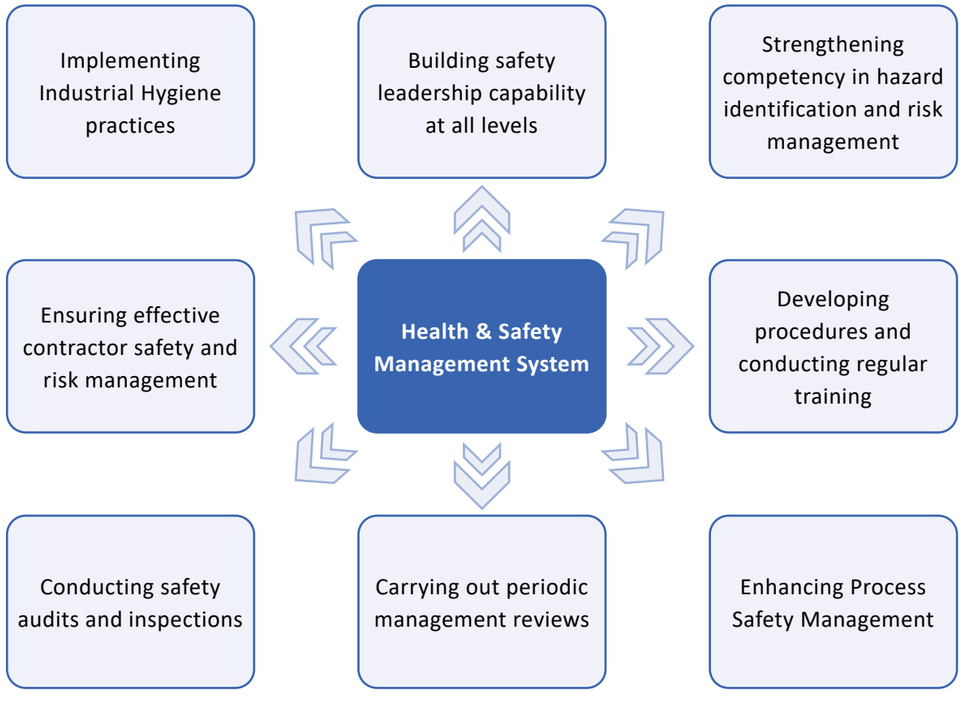
Zero-Harm Commitment

At Symbiotec Pharmalab, the health and safety of our employees, contractors, and stakeholders is a top priority. Our operations are guided by a strong commitment to achieving a 'zero-harm' workplace, supported by robust and continually improving safety management systems.

We implement proactive risk mitigation measures such as Hazard and Operability Studies (HAZOP), Hazard Identification and Risk Assessment (HIRA), and conduct regular Job Cycle Checks (JCCs) to ensure safe working conditions across our SEZ and RAU Facilities, ensuring workplace safety and legal compliance. Emergency preparedness is reinforced through bi-annual full-scale mock drills, departmental emergency simulations and continuous workplace inspections. A strong safety culture is promoted through monthly safety meetings, safety committee engagements, behaviour-based observations and adherence to Standard Operating Procedures (SOPs). And it is embedded into every task, with periodic reviews and updates. Additionally, our Corrective and Preventive Action (CAPA) system enables timely resolution of safety risks identified, non - conformities, supporting our long-term goal of fostering a safe, compliant, and It is embedded into every task, with regular reviews and updates. In addition, our Corrective and Preventive Action (CAPA) system ensures the timely resolution of identified safety risks and non-conformities, supporting our long-term goal of fostering a safe and compliant environment.

Health and safety Policy

Key elements of Health and Safety management system include:



Health and Safety Risk Prevention and Control Mechanism

Symbiotec Pharmalab health and safety management system is designed to ensure a structured and proactive approach to identifying, evaluating, and mitigating workplace risks. It integrates established safety protocols, continuous monitoring, and employee engagement to foster a culture of safety across all operational levels.

Routine Inspections
Preventive maintenance schedules enforced for trolleys, pressure vessels, pipelines, fire safety gear, and solvent tanks.
Equipment inspection stickers with serials and timelines implemented.

Audits
Comprehensive Internal and external EHS audits (including ISO surveillance audits conducted at regular intervals and verify compliance with safety regulations.

Documentation
All inspections, trainings, incident records and audits are, mock drills documented with SOP Based tracibility to track findings, actions, and maintenance timelines.

Corrective Actions
Unsafe acts/conditions are resolved using CAPA, with learnings shared across departments.

Commitment to Safety: Performance, Prevention & Progress

Symbiotec Pharmalab has demonstrated a strong commitment to occupational health and safety, reflected in zero fatalities across its operations. This achievement underscores the company's proactive approach to creating a safe and compliant work environment for all employees and contractors in terms of incident performance, Symbiotec has maintained a zero Lost Time Injury Frequency Rate (LTIFR) in both FY 2023–24 and FY 2024–25. This trend highlights the success of ongoing safety interventions, including targeted training programs, root cause analysis, and enhanced process control. Furthermore, supported by structured safety systems and increased workforce awareness.

Key initiatives such as mock drills, near-miss reporting, and Gemba rounds have further strengthened on-ground risk mitigation. Symbiotec's robust performance reflects its unwavering focus on compliance, training, and continual improvement , forming the foundation of its culture of safety, well-being, and proactive risk management.

EHS Digital Dashboard
Symbiotec has introduced a centralized EHS Dashboard to strengthen the effectiveness of its safety management system. The platform enables employees to report unsafe acts, unsafe conditions, and near-miss incidents quickly and transparently. It provides access to all essential safety resources, including EHS procedures, safety manuals, and material safety data sheets. The dashboard also supports incident logging and CAPA tracking, ensuring timely corrective actions and continuous improvement in workplace safety.

Occupational health and safety data across operational locations:

Health and Safety Data	Category	FY2022-23	FY2023-24	FY2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0	1.1
	Workers	0.74	0.77	1.8
Total recordable work-related injuries	Employees	5	4	2
	Workers	15	20	5
No. of fatalities	Employees	0	0	0
	Workers	1	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0	0
	Workers	1	0	0
EHS Training per Employees	Hours	5.41	10.7	6.29
Mock Drills Conducted	Number	8	13	19

Health Safety Training and Education

In 2024, Symbiotec completed 100% of all planned OHS trainings for both permanent employees and contractors. The trainings were designed according to each person's job role and exposure risk, using a Training Needs Identification (TNI) matrix to keep them relevant and effective.

Based on this approach, the key types of HSE training conducted at Symbiotec include the following :

General Safety Awareness

- "Importance of Safety" orientation sessions for all staff and new hires
- Emergency signals, incident reporting, and basic safety rules
- On - Site Emergency Plan
- Safety Data Sheet
- Incident Management Procedure
- Tool box talk in shifts before start the operation

Emergency Response Training

- Fire extinguisher usage and evacuation procedures
- Participation in full-scale mock drills
- Fire wardens trained at both SEZ and RAU

Job-Specific Safety Training

- Safe chemical handling for production and QA staff (gloves, goggles, fume hoods)
- Forklift safety, load limits, and warehouse rules
- Electrical safety and Lockout/Tagout (LOTO) for maintenance teams
- Office and floor ergonomics for all employees
- Machine guarding safety
- Process Hazards Analysis
- Incident Investigation Process

First Aid and CPR

- In-depth first aid training for designated first responders
- Awareness training for all employees on initial response
- Refresher CPR modules for ongoing competence

Contractor/Visitor Induction

- Safety induction before work commencement
- Over 120 contractors trained in 2024
- Training focused on Symbiotec's site-specific risks, emergency protocol, and PPE

Each training session was followed by a post-training assessment through quizzes, demonstrations, and other evaluation methods. In 2024, a total of 20 such sessions were conducted.

ENSURING HUMAN RIGHTS COMPLIANCE, CHILD LABOR

Respect for human rights is fundamental to responsible corporate conduct, particularly in sectors like pharmaceutical manufacturing, where operational footprints intersect with diverse workers, contractors, suppliers, and communities. At Symbiotec, our commitment to human rights is not just about legal compliance, it is about building trust, reducing social risks, and strengthening our license to operate. We uphold the dignity of every individual engaged in our business by ensuring fair treatment, non-discrimination, safe working conditions, and access to grievance redressal mechanisms. Through these efforts, we foster an inclusive, respectful, and equitable workplace that drives sustainable and long-term value creation. Symbiotec' s approach to human rights is aligned with international frameworks such as the UN Guiding Principles on Business and Human Rights, and grounded in the principles of equity, transparency, and accountability.

Human Rights Commitments

We are committed to upholding human rights across all our operations. Our approach is rooted in fairness, non-discrimination, and respect for individual dignity. We promote a safe, inclusive, and ethical workplace and work actively to prevent discrimination, harassment, child labour, and forced labour. Through clear policies, employee awareness, and stakeholder engagement, we strive to build a responsible and resilient organization.

Zero tolerance for child labor, forced labor, and discrimination

Providing a workplace free from harassment and abuse, supported by POSH, grievance management, and equal remuneration policies

Ensuring freedom of association and fair working conditions for all staff

Contractor and vendor compliance through documented labor licenses, working hour registers, and medical safety provisions

Transparent grievance redressal, whistle-blower protections, and ethics training initiatives

» GRI 406-1, 408-1, 409-1

Our Performance

At Symbiotec, we uphold the highest standards of ethical conduct and human rights protection across our operations and value chain. Our strong governance frameworks, continuous awareness efforts, and robust grievance redressal systems helped ensure a workplace free from exploitation, discrimination, and human rights violations.

Freedom of association and collective bargaining rights were respected across all operations and suppliers. Grievance redressal mechanisms remained fully functional and accessible across all sites. 100% of our workforce was covered under the Code of Conduct and sensitized through awareness programs. We maintained:

0 Cases of Child labour across our operations

0 Cases of Forced labour across our operations

0 Cases of Human trafficking across our operations

0 Cases of Human rights across our supply chain

0 Cases of discrimination (gender, race, disability, etc.)

SUSTAINABLE SUPPLY CHAIN

A responsible and resilient supply chain is fundamental to Symbiotec's sustainability ambitions. Given the critical role suppliers play in pharmaceutical manufacturing, their operations directly impact ethical, environmental, and human rights outcomes across our value chain. Unsustainable or non-compliant practices - including unsafe working conditions, child or forced labour, wage violations, or environmental lapses - can pose serious reputational, legal, and operational risks. Therefore, embedding sustainability principles such as fair business practices, ethical sourcing, and compliance with national and international laws into supplier relationships is essential. As stakeholder expectations evolve in an era of climate change and social accountability, our efforts aim to ensure trust, transparency, and continuity in business.

All suppliers and vendors are expected to adhere to our Supplier Code of Conduct, which outlines clear expectations around ethical business practices, human rights, labour standards, health and safety, and environmental compliance. Symbiotec has implemented a robust Sustainable Procurement Programme, aligned with GRI and UNGC principles. This program guides us to how we engage, evaluate, and partner with our suppliers. Our approach is grounded in:

Our Performance

No human rights violations have been identified or reported across our supply chain during the reporting period.

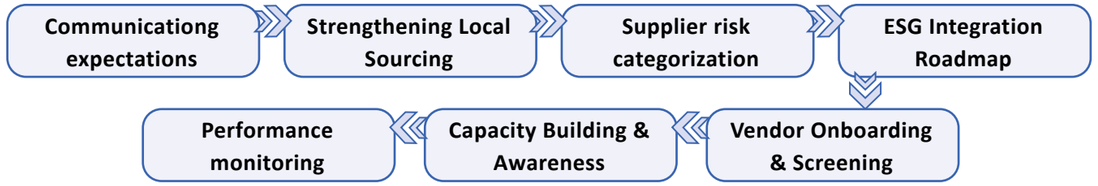
Symbiotec has not yet conducted a formal human rights assessment of its suppliers. As a result, the absence of reported violations should not be interpreted as the absence of risk. We are committed to enhancing our due diligence and monitoring mechanisms going forward.

» GRI 2-6, 308-1 , 414-1

Suppliers Assessment :

Parameter	UOM	2023-24	2024-25
Total Number of KSM suppliers	Number	150	141
Number of targeted suppliers for sustainability assessment using checklist	Number	100	141
Number of targeted suppliers undergone for assessment	Number	100	141
Number of contractors	Number	25	39
Number of contractors assessed for sustainability compliance	Number	16	6
% of targeted suppliers assessed for sustainability compliance	%	66	31.4
Number of suppliers/contractors targeted for onsite audit	Number	1	0
Number of suppliers given recommendations	Number	10	0
Number of targeted suppliers where code of conduct to be shared	Number	100	141
Signed code of conduct received from suppliers	Number	90	6
% of targeted suppliers that have those signed code of conduct	%	90	4.3

Responsible Supply chain Management strategies



COMMUNITY ENGAGEMENT AND DEVELOPMENT

Engaging with local communities is essential to creating an inclusive and lasting social impact. It allows us to understand local needs, co-develop solutions, and build trust with stakeholders. Community development initiatives enhance access to education, healthcare, and livelihoods, leading to improved well-being and economic resilience. Strong community relationships also strengthen our social license to operate, reduce risks, and contribute to national and global development goals, including key UN Sustainable Development Goals.

CSR Focus Areas and Community Partnership

Symbiotec adopts a multi-faceted approach to community engagement, guided by six principles: Impact, Partnerships, Affirmative Action, Volunteerism, Communication, and Innovation. Our Corporate Social Responsibility (CSR) efforts focus on four core areas - Education, Health, Livelihoods, and Rural & Urban Infrastructure - and are designed to deliver long-term social value. We actively collaborate with charitable organizations

» GRI 413-1, 413-2

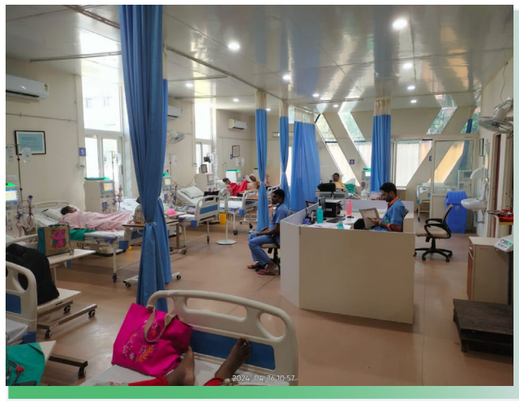
such as Madhav Shristi and Guruji Seva Nyas, and support projects including health camps, vocational training, and educational outreach. Industrial training is provided to students from nearby colleges to enhance employability. Grievance redressal mechanisms are in place across all sites, and stakeholders are encouraged to raise concerns through multiple accessible platforms.

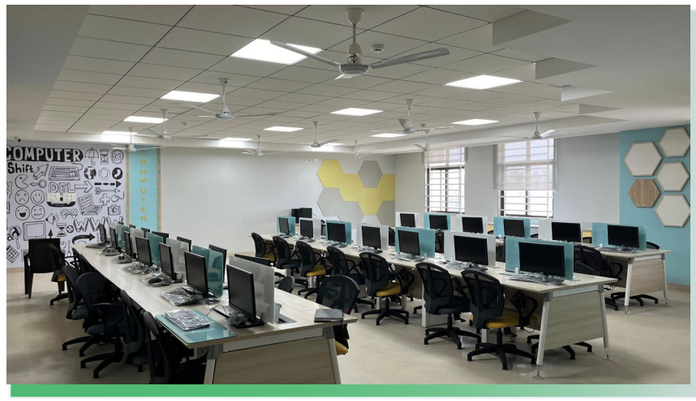
Healthcare Support:
Over 500 individuals per month availed affordable dialysis services. Approximately 200 girls benefited from education fee contributions under the Ladli Shiksha Yojana.

Education & Skill Building:
32 college students benefited from industrial training programs. Computers were distributed to government schools in rural areas.

Health Checkups:
Eye and women's health checkup camps were organized in collaboration with charitable trusts.

Cultural and Infrastructure Support:
Contributions were made towards cow shed construction and chair donations to hospitals.





Community Grievance Redressal Mechanism

Symbiotec has institutionalized grievance redressal mechanisms to support ongoing feedback. Community members can raise issues related to healthcare access, education support, or local infrastructural needs through formal complaint systems or directly during stakeholder engagement meetings held at the site level. This mechanism helps Symbiotec track and respond to intra-group challenges and ensures fair representation for socially and economically marginalized groups.

Symbiotec's Notable CSR initiatives included:

- Healthcare support through dialysis and cancer care facilities at Madhav Shristi, and chair distribution at MY Hospital.
- Animal welfare via fabrication of a cow shed at Goshala.
- Education promotion through All India Movement for Seva and funding school fees for girl children under Ladli Shiksha Yojana.
- Cultural development via support to Geetopchar Cultural Society.
- Educational infrastructure development through Dada Shyam Foundation's Gurukul project

In FY24 and FY25, we invested ₹2.47 crore and ₹1.7 crore respectively in CSR initiatives, positively impacting the lives of 732 beneficiaries.

Inclusive Planning Process

Symbiotec Pharma lab adopts a participatory and inclusive approach to its community engagement initiatives, ensuring that programs are aligned with the actual needs of the people. Community consultations are conducted in collaboration with representatives from local institutions, charitable trusts, and stakeholder groups including women, youth, and socially vulnerable populations. This inclusive process ensures active involvement of these groups in the planning and decision-making stages of every developmental project. The company engages regularly with community members through its association with NGOs and charitable bodies, who help facilitate needs-based initiatives. Programs are implemented in consultation with local organizations such as the Madhav Shrishti Charitable Trust and Dada Shyam Foundation, ensuring regional relevance and community ownership.

GRI CONTENT INDEX

Statement of Use
Symbiotec Pharmalab Limited has prepared this Sustainability Report for the period 1 April 2024 to 31 March 2025 in reference to the Global Reporting Initiative (GRI) Standards 2021.

GRI 1 Used
GRI 1: Foundation 2021

Applicable GRI Sector Standard (s)
At the time of reporting, no GRI Sector Standards have been published for the pharmaceutical/ biotechnology industry in which Symbiotec Pharmalab Limited operates. Therefore, sector-specific disclosures have not been applied in this report.

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	6 - 11
	2-2 Entities included in the organization's sustainability reporting	2
	2-3 Reporting period, frequency and contact point	2-3
	2-6 Activities, value chain and other business relationships	6 - 11, 78
	2-7 Employees	70
	2-8 Workers who are not employees	70
	2-9 Governance structure and composition	35 - 36
	2-11 Chair of the highest governance body	35
	2-12 Role of the highest governance body in overseeing the management of impacts	35
	2-14 Role of the highest governance body in sustainability reporting	37
	2-17 Collective knowledge of the highest governance body	36
	2-22 Statement on sustainable development strategy	4
	2-27 Compliance with laws and regulations	44
	2-28 Membership associations	22
	2-29 Approach to stakeholder engagement	23
GRI 3: Material Topics 2021	3-1 Process to determine material topics	27
	3-2 List of material topics	28
	3-3 Management of material topics	29
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	16
	201-2 Financial implications and other risks and opportunities due to climate change	29
	201-4 Financial assistance received from government	17
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	42
	205-2 Communication and training about anti-corruption policies and procedures	42
	205-3 Confirmed incidents of corruption and actions taken	42
GRI 207: Tax 2019	207-1 Approach to tax	46
	207-2 Tax governance, control, and risk management	45 - 46
GRI 302: Energy 2016	302-1 Energy consumption within the organization	54
	302-3 Energy intensity	55
	302-4 Reduction of energy consumption	56
	302-5 Reductions in energy requirements of products and services	56
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	59
	303-3 Water withdrawal	59
	303-5 Water consumption	59
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	65

GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	51
	305-2 Energy indirect (Scope 2) GHG emissions	51
	305-3 Other indirect (Scope 3) GHG emissions	51
	305-4 GHG emissions intensity	53
	305-5 Reduction of GHG emissions	53
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	63
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	61
	306-2 Management of significant waste-related impacts	62
	306-3 Waste generated	61
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	79
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	72 - 73
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	73
	403-2 Hazard identification, risk assessment, and incident investigation	75
	403-3 Occupational health services	75
	403-4 Worker participation, consultation, and communication on occupational health and safety	73-76
	403-5 Worker training on occupational health and safety	76
	403-6 Promotion of worker health	73-76
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	73-76
	403-8 Workers covered by an occupational health and safety management system	73-76
	403-9 Work-related injuries	76
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	78
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	77 - 78
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	77 - 78
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	79
	413-2 Operations with significant actual and potential negative impacts on local communities	79 - 81
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	78 - 79
GRI 415: Public Policy 2016	415-1 Political contributions	44
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	66
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	46
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	46
	417-2 Incidents of non-compliance concerning product and service information and labeling	47
	417-3 Incidents of non-compliance concerning marketing communications	47
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	43

MATERIAL TOPIC ALIGNED TO GLOBAL SUSTAINABILITY STANDARDS

Material Topic	GRI Standards Alignment	UNGC Principle Alignment	UNSDGs Alignment
Climate Change and GHG Emission	GRI 305: Emissions	Principle 7: Support a precautionary approach to environmental challenges	
Energy Management	GRI 302: Energy	Principle 7: Support a precautionary approach to environmental challenges	
Water and Effluents Management	GRI 303: Water and Effluents	Principle 7: Support a precautionary approach to environmental challenges	
Waste Management & Circular Economy	GRI 306: Waste	Principle 7: Support a precautionary approach to environmental challenges	
Pollutant (Air, Land)	GRI 305: Emissions	Principle 7: Support a precautionary approach to environmental challenges	
Biodiversity	GRI 304: Biodiversity	Principle 7: Support a precautionary approach to environmental challenges	
Product Stewardship	GRI 416: Customer Health and Safety	Principle 1: Support and respect the protection of internationally proclaimed human rights	
Material Sourcing	GRI 204: Procurement Practices	Principle 2: Make sure that businesses are not complicit in human rights abuses	
Diversity and Inclusion & Employee Engagement, Training, Non-Discrimination	GRI 405: Diversity and Equal Opportunity	Principle 6: Eliminate discrimination in respect of employment and occupation	
Talent Attraction and Retention	GRI 401: Employment	Principle 6: Eliminate discrimination in respect of employment and occupation	
Workplace Health and Safety	GRI 403: Occupational Health and Safety	Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining	
Ensuring Human Rights Compliance, Child Labor	GRI 410: Security Practices	Principle 4: Eliminate all forms of forced and compulsory labor Principle 5: Abolish child labor	
Community Engagement and Impact	GRI 413: Local Communities	Principle 1: Support and respect the protection of internationally proclaimed human rights	
Sustainable Supply Chain	GRI 204: Procurement Practices	Principle 2: Make sure that businesses are not complicit in human rights abuses	
Business Ethics & Corporate Governance, Board Diversity	GRI 102: General Disclosures (Governance)	Principle 10: Work against corruption in all its forms, including extortion and bribery	

Material Topic	GRI Standards Alignment	UNGC Principle Alignment	UNSDGs Alignment
Anti-corruption and Bribery	GRI 205: Anti-corruption	Principle 10: Work against corruption in all its forms, including extortion and bribery	
Cybersecurity and Data Privacy	GRI 418: Customer Privacy	Principle 1: Support and respect the protection of internationally proclaimed human rights	
Risk Management	GRI 102: General Disclosures	Principle 7: Support a precautionary approach to environmental challenges	
Public Policy Advocacy	GRI 415: Public Policy	Principle 10: Work against corruption in all its forms, including extortion and bribery	
Regulatory and ESG Compliance	GRI 419: Socioeconomic Compliance	Principle 7: Support a precautionary approach to environmental challenges	
Tax Transparency	GRI 207: Tax	Principle 10: Work against corruption in all its forms, including extortion and bribery	
Ethical Marketing and Labeling	GRI 417: Marketing and Labeling	Principle 1: Support and respect the protection of internationally proclaimed human rights	
Innovation and Technology (R&D)	GRI 203: Indirect Economic Impacts	Principle 9: Encourage the development and diffusion of environmentally friendly technologies	

SYMBIOTEC PHARMALAB – UN SDG ALIGNMENT

SDG	Goal Title	Key Company Actions	Quantitative Data (FY25)
SDG 1	No Poverty	CSR investments in rural healthcare and development	₹1.7 crore spent on CSR
SDG 2	Zero Hunger	Indirect support through health & nutrition programs in underserved areas	Part of ₹1.7 crore Cr CSR spend
SDG 3	Good Health and Well-being	100% employee health coverage, safety drills, health camps, steroid API manufacturing	100% employees covered with medical check-ups: 0 injuries
SDG 4	Quality Education	CSR in educational infrastructure and scholarships	₹1.7 crore Cr CSR (education share unspecified)
SDG 5	Gender Equality	POSH Committee, inclusive workplace, grievance redressal	0 POSH cases; grievance mechanism implemented site-wide
SDG 6	Clean Water and Sanitation	ZLD systems at both sites, effluent reuse, rainwater harvesting	95256.49 m^3 of water reused
SDG 7	Affordable and Clean Energy	Solar streetlights, hybrid solar-wind power at Rau, switch to biomass boilers	12316356 kg biomass briquettes used
SDG 8	Decent Work and Economic Growth	Occupational safety, formal employment, skills training, and 66% supplier ESG audits	0 major injuries, 31.4% critical suppliers ESG-assessed
SDG 9	Industry, Innovation & Infrastructure	R&D in green chemistry, solvent recovery, continuous manufacturing	₹25.80 Cr R&D spend (FY25), 600 lights replaced by LEDs
SDG 10	Reduced Inequalities	Inclusive hiring, employee development, grievance systems	0 complaints unresolved; 100% grievance redressal coverage
SDG 11	Sustainable Cities & Communities	Urban health and sanitation through CSR and community outreach	₹1.7 crore CSR (incl. infrastructure)
SDG 12	Responsible Consumption & Production	Solvent recovery, hazardous waste reduction, ethical sourcing	15.11% hazardous waste reduced; multiple solvents recovered
SDG 13	Climate Action	Bio-briquette boilers, refrigerant phase-out, Scope 1 & 2 emission reduction	Scope 1: 1291 tCO_2e; Scope 2: 34631 tCO_2e
SDG 14	Life Below Water	ZLD prevents effluent discharge into water bodies	0 untreated effluent released
SDG 15	Life on Land	Tree plantations at site level; biodiversity commitment in SEZ region	250 trees planted in FY25
SDG 16	Peace, Justice & Strong Institutions	Code of conduct, anti-bribery policy, 0 corruption cases, digitized grievance system	0 corruption cases; 0 marketing complaints
SDG 17	Partnerships for the Goals	Member of CII, IMA, PHARMEXCIL; aligned with GRI, UNGC, SDG; EcoVadis ratings	Member of 6+ industry and regulatory associations

SYMBIOTEC PHARMALAB – UNGC PRINCIPLES ALIGNMENT

UNGC Principle	Domain	Principle Description	Symbiotec's Actions	Quantitative Data (FY25)
Principle 1	Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights	Code of Conduct implementation- Employee grievance mechanism- Human Rights screening for suppliers	100% grievance mechanism coverage and 31.4% critical suppliers assessed
Principle 2	Human Rights	Make sure they are not complicit in human rights abuses	Supplier Code of Conduct- Sustainable procurement policy covering human rights	31.4% of critical suppliers assessed for HR & ethics criteria
Principle 3	Labour	Uphold freedom of association and collective bargaining	Safety Committee participation by workers- Employee engagement and feedback systems	Quarterly and bi-monthly safety meetings with worker reps
Principle 4	Labour	Eliminate all forms of forced and compulsory labour	Mandatory labor law compliance audits- Internal HR audits for ethical employment	0 cases of non-compliance reported
Principle 5	Labour	Abolition of child labour	Age verification system in recruitment- Supplier audits covering child labor	0 child labor cases detected
Principle 6	Labour	Eliminate discrimination in respect of employment and occupation	POSH Committee- Anti-discrimination policy- Equal opportunity employment	0 sexual harassment cases filed; grievance redressal 100%
Principle 7	Environment	Support precautionary approach to environmental challenges	GHG reduction strategy- ZLD for water management- clean fuels and refrigerants	Scope 1: 1291 tCO_2e Water reused: 95256 m^3
Principle 8	Environment	Undertake initiatives to promote greater environmental responsibility	Solvent recovery- Bio-briquette use- Plantation drives- Energy-efficient technologies	12316356 kg biomass used 250 trees planted
Principle 9	Environment	Encourage development and diffusion of environmentally friendly technologies	Green chemistry and biotransformation R&D- LED lighting, VFDs, solar street lighting	₹25.80 Cr R&D spend (FY25) 600 CFLs replaced by LEDs
Principle 10	Anti-Corruption	Work against corruption in all forms, including extortion and bribery	Anti-bribery policy- Whistleblower system- Zero tolerance approach	0 corruption cases0 monetary/ non-monetary penalties

NOTES

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If undelivered please return to:

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