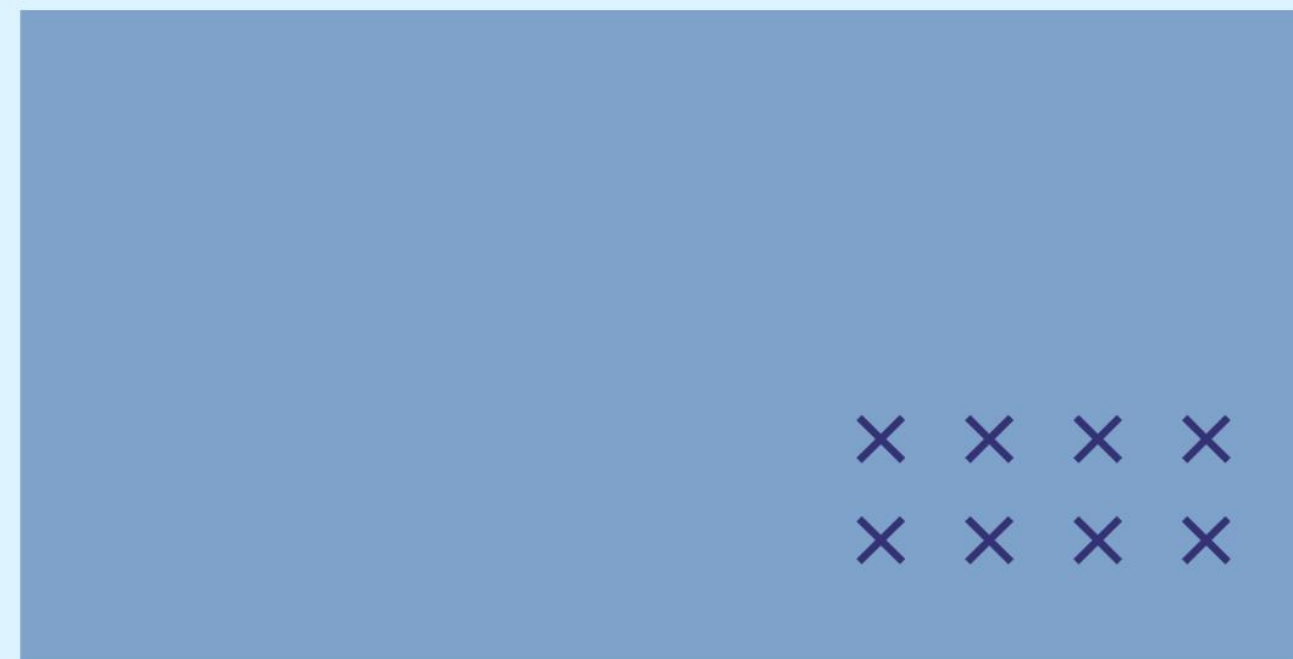




ESG KPI ROADMAP UPTO - 2030



Apackaging Group LLC. recognizes its role in promoting sustainable development and views it not just as a societal obligation but also as a chance to create positive impact. To achieve this, we strive to surpass the basic requirements of information disclosure and regulatory compliance by embracing sustainable practices. By doing so, we aim to benefit not only to our employees, customers, suppliers, investors, partners, and shareholders but also contribute towards the betterment of society.

During the 2023 period, a materiality assessment was conducted based on Global Reporting Initiative (GRI) Principles to identify key sustainability priorities. Based on this assessment, the ESG KPI Roadmap is prepared, monitored and reported in accordance to the Global Reporting Initiative (GRI) Universal Standard 2021, ensuring a structured and transparent approach to measuring and reporting sustainability performance.

Environmental (E)

- Emissions
- Energy
- Water
- Air
- Bio Diversity
- Waste
- Product LCA
- Product Use
- Certifications

Social (S)

- Employment
- Human Rights
- Gender Equality
- Health & Safety
- Corporate Social Resp
- Certifications

Governance (G)

- Board Diversity
- Ethical Practices
- Customer Health and Safety
- Value Chain
- Certifications

RESPONSIBILITIES

The Environmental and Safety Head is tasked with monitoring and updating Environmental Key Performance Indicators (KPIs) on a monthly and quarterly basis, and subsequently presenting these updates to the company's management. Similarly, the Human Resource Head is responsible for tracking and updating Social and Governance KPIs monthly and quarterly, ensuring that the management receives regular updates on these metrics.

In addition, the Procurement Head oversees the tracking and updating of Sustainable Procurement KPIs on a monthly and quarterly basis, and communicates these updates to the company's management team.

Together, these department heads play a crucial role in ensuring that key sustainability metrics are regularly monitored, updated, and reported to the company's management for informed decision-making and continuous improvement efforts.

LOCATIONS COVERED

Ohio, USA

APG's newest flagship domestic packaging manufacturing facility offers state-of-the-art production for our new innovative pump series. Housing over 130 dedicated employees, our Ohio plant is capable of outputting over 500 million units per year.



Azusa, California

California, USA

APG's headquarter warehouse features primary warehousing, logistics, and home office operations for our global customers.

California, USA

APG's sister production facility built for state-of-the-art contract manufacturing capable of high-volume compounding, filling, and labelling.



PERIOD OF REVIEW

In alignment with our commitment to strategic alignment and operational efficiency, the Key Performance Indicators (KPIs) outlined in this document will undergo systematic reviews on a monthly and quarterly basis. These reviews are intended to facilitate timely adjustments and uphold our dedication to achieve our set targets.

During these reviews, the cumulative progress against the KPIs will be meticulously evaluated, and subsequent statuses will be updated accordingly. This structured review process is designed to provide a comprehensive understanding of our progress and identify areas requiring focused attention or adjustment.

The current review cycle is aligned with our annual target completion deadline, set for 31st December 2029 and 31st December 2030, respectively for the calendar year 2029 & 2030. This deadline serves as a critical benchmark for evaluating our year-long performance and strategic direction. Our approach ensures a consistent, detailed assessment of our progress towards the predefined objectives, enabling us to maintain a trajectory of growth and success.

GUIDELINESS FOLLOWED

1) Global Reporting initiative Standard

The company has meticulously followed this standard in order to evaluate, monitor and report the data and information in accordance to the Global Reporting Initiative (GRI) Universal Standards 2021, ensuring our sustainability metrics align with the world’s most widely recognized framework for transparency and accountability. This approach allows us to not only measure our environmental, social, and governance (ESG) impacts accurately but also to benchmark our progress against global best practices. By adhering to GRI Standards, we aim to offer a clear, consistent, and comparative overview of our sustainability performance, facilitating informed stakeholder engagement and underscoring our commitment to make a tangible, positive impact on both the planet and our communities.



Environmental KPIs in accordance to GRI

GRI Standard	Indicator	Description
GRI 305: Emissions	305-1, 305-2, 305-3, 305-4, 305-5	Tracks Scope 1, Scope 2, Scope 3 GHG emissions, GHG emissions intensity, and reduction targets.
GRI 302: Energy	302-1, 302-4	Captures energy consumption, reductions achieved, and renewable energy usage.
GRI 303: Water	303-3, 303-5	Tracks water withdrawal, water treated and recycled, rainwater harvesting,

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		and water intensity.
GRI 306: Waste	306-2, 306-4	Tracks total waste generated, waste diverted from landfills, and waste recovered.
GRI 301: Materials	301-2, 301-3	Measures the use of recycled materials, reporting on end-of-life treatment, and customer returns.
GRI 417: Marketing and Labeling	417-1	Tracks customer participation in company-led recycling programs.
GRI 304: Biodiversity	304-2, 304-4	Tracks land dedicated to biodiversity, biodiversity training, and support for native species.

Social KPIs in accordance to GRI

GRI Standard	Indicator	Description
GRI 408: Child Labor	408-1	Tracks incidents and risks of child labor across operations and suppliers.
GRI 409: Forced Labor	409-1	Tracks incidents and risks of forced labor across operations and suppliers.
GRI 401: Employment	401-1, 401-2	Measures turnover rate, new hires, and employee benefits coverage.
GRI 404: Training and Education	404-1, 404-2, 404-3	Tracks total training hours, training hours per employee, career management programs, and performance reviews.
GRI 202:	202-1, 202-2	Tracks wages compared to minimum/living wages, subcontractor wage

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Market Presence		compliance, and local hiring practices.
GRI 405: Diversity and Equal Opportunity	405-1, 405-2	Tracks workforce diversity, gender balance, representation of minorities, and gender pay equality.
GRI 403: Occupational Health and Safety	403-1, 403-2, 403-5	Tracks health and safety committee representation, injuries, lost time incidents, and health & safety training.
GRI 412: Human Rights Assessments	412-1, 412-2	Tracks human rights impact assessments and training provided on human rights policies.
GRI 406: Non-discrimination	406-1	Tracks reported cases of discrimination and corrective actions taken.
GRI 413: Local Communities	413-1, 413-2	Tracks social initiatives and incidents of non-compliance with working condition principles.

Governance KPIs in accordance to GRI:

GRI Standard	Indicator	Description
GRI 205: Anti-Corruption	205-1, 205-2, 205-3	Tracks operations assessed for corruption risks, anti-corruption training, and reported incidents of corruption and bribery.
GRI 418:	418-1	Tracks complaints, confirmed incidents, and trading partners' due diligence on

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Customer Privacy		information security.
GRI 308: Supplier Environmental Assessment	308-1, 308-2	Tracks suppliers evaluated for ESG performance and integration of sustainability clauses in contracts.
GRI 414: Supplier Social Assessment	414-1, 414-2	Tracks CSR reporting, assessments, non-conformities, and corrective actions among suppliers.
GRI 416: Customer Health and Safety	416-1, 416-2	Tracks customer safety training sessions, complaints related to product/service use, and satisfaction rates.
GRI 307: Environmental Compliance	307-1	Tracks complaints on violations of collective bargaining agreements and audits for business ethics compliance.
GRI 404: Training and Education	404-1	Tracks workforce training on business ethics issues and employee feedback on training sessions.


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2) Green House Gas Protocol

In accordance with our greenhouse gas (GHG) emissions tracking and reporting processes, the company rigorously follows the principles and guidelines set forth by the Greenhouse Gas Protocol. This comprehensive standard enables us to accurately quantify and manage our GHG emissions across different scopes, providing a clear framework for emission reduction initiatives and sustainability strategies. Adopting the GHG Protocol not only enhances our environmental stewardship but also ensures our emissions data is transparent, verifiable, and in harmony with global efforts to combat climate change




ENVIRONMENTAL

ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Performance (Jan to Nov)	2030 Target	UN - SDGs
Greenhouse Gas (GHG) (Carbon Footprint or intensity)	Scope 1 GHG (tCO ₂ eq)	Scope 1 GHG (tCO ₂ eq)	Scope 1 GHG (tCO ₂ eq) 3% Reduction (Target / Actual)	Scope 1 GHG (tCO ₂ eq) 5% Reduction (Target / Actual)	Scope 1 GHG (tCO ₂ eq) 20% Reduction (Target / Actual)	
	11.56	355.37	347/ 24.60	338/ 51.20	285/	
	Scope 2 GHG (tCO ₂ eq)	Scope 2 GHG (tCO ₂ eq)	Scope 2 GHG (tCO ₂ eq) 3% Reduction (Target / Actual)	Scope 2 GHG (tCO ₂ eq) 5% Reduction (Target / Actual)	Scope 2 GHG (tCO ₂ eq) 20% Reduction (Target / Actual)	
	0.00	0.00	0.05/ 0.01	0.05 / 0.02	0.05/	
	Scope 3 GHG (tCO ₂ eq)	Scope 3 GHG (tCO ₂ eq)	Scope 3 GHG (tCO ₂ eq) 3% Reduction (Target / Actual)	Scope 3 GHG (tCO ₂ eq) 5% Reduction (Target / Actual)	Scope 3 GHG (tCO ₂ eq) 20% Reduction (Target / Actual)	
	100.15	3,035.94	2960/ 3,050.29	2885/ 3,016.90	2429/	
	Scope 3 Downstream GHG Emission (tCO ₂ eq)	Scope 3 Downstream GHG Emission (tCO ₂ eq)	Scope 3 Downstream GHG Emission (tCO ₂ eq) 3% Reduction (Target / Actual)	Scope 3 Downstream GHG emission(tCO ₂ eq) 5% Reduction (Target / Actual)	Scope 3 Downstream GHG Emission (tCO ₂ eq) 20% Reduction (Target / Actual)	
	48.02	1556.24	1518/ 1,789.68	1479 / 1,521.22	1245/	
	Scope 3 Upstream GHG Emission (tCO ₂ eq)	Scope 3 Upstream GHG Emission (tCO ₂ eq)	Scope 3 Upstream GHG Emission (tCO ₂ eq) 3% Reduction	Scope 3 Upstream GHG Emission(tCO ₂ eq) 5% Reduction	Scope 3 Upstream GHG Emission (tCO ₂ eq) 20% Reduction	

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	20.84	1340.82	(Target / Actual) 1307/ 1,212.06	(Target / Actual) 1274/ 1,309.64	(Target / Actual) 1073/	
	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Million USD.)) 0.165	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Million USD.)) (Target / Actual) 4.18	GHG Emission Intensity (Scope 1 + Scope 2) 3% Reduction (tCO2eq / Revenue (in Million USD.)) (Target / Actual) 4 / 0.246	GHG Emission Intensity (Scope 1 + Scope 2) 5% Reduction (tCO2eq / Revenue (in Million USD.)) (Target / Actual) 3/	GHG Emission Intensity (Scope 1 + Scope 2) 20% Reduction (tCO2eq / Revenue (in Million USD.)) (Target / Actual) 1/	
	% of People Trained on GHG (Target / Actual) 100%/ 100%	% of People Trained on GHG (Target / Actual) 100%/ 100%	% of People Trained on GHG (Target / Actual) 100%/ 100%	% of People Trained on GHG (Target / Actual) 100%/ 100%	% of People Trained on GHG (Target / Actual) 100%/	
Environmental Risk Assessment	% of operational sites assessed on specific environmental risks 100 %	% of operational sites assessed on specific environmental risks 100 % / 100%	% of operational sites assessed on specific environmental risks 100 % / 100 %	% of operational sites assessed on specific environmental risks 100% / 100%	% of operational sites assessed on specific environmental risks 100 % /	
Environmental Complaints	# of Complaints 0	# of Complaints 0 / 0	# of Complaints 0 / 0	# of Complaints 0 / 0	# of Complaints 0 /	
Energy	Total energy consumption (in KWH) 1,12,800	Total energy consumption (in KWH) (Target / Actual) 17,68,800	Total energy consumption (in KWH) (Target / Actual) 17,24,580 / 13,96,825	Total energy consumption (in KWH) (Target / Actual) 16,80,360 / 10,24,850	Total energy consumption (in KWH) (Target / Actual) 14,15,040 /	


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	Renewable Electricity Consumption (KWH/Year)	Renewable Electricity Consumption (KWH/Year) (Target / Actual)	Renewable Electricity Consumption (KWH/Year) (Target / Actual)	Renewable Electricity Consumption (KWH/Year) (Target / Actual)	Renewable Electricity Consumption (KWH/Year) (Target / Actual)	
	1,12,800	17,68,800	17,24,580 / 13,96,825	16,80,360 / 10,24,850	14,15,040 /	
	Energy Intensity (KWH/Revenue (in Million USD))	Energy Intensity (KWH/Revenue (in Million USD))	Energy Intensity (KWH/Revenue (in Million USD.) (Target / Actual)	Energy Intensity (KWH/Revenue (in Million USD.) (Target / Actual)	Energy Intensity (KWH/Revenue (in Million USD.) (Target / Actual)	
	1,611.43	20,809.41	20,290 / 13,968.25	19,769/	16,647.53/	
	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy (%)	Renewable Energy against Total Energy(%)	Renewable Energy against Total Energy (%)	
	100%	100% / 100%	100% / 99%	100% / 99%	100% /	
	% People Trained on Energy Efficiency (Manhours)	% People Trained on Energy Efficiency (Manhours) (Target / Actual)	% People Trained on Energy Efficiency (Manhours) (Target / Actual)	% People Trained on Energy Efficiency (Manhours) (Target / Actual)	% People Trained on Energy Efficiency (Manhours) (Target / Actual)	
	100%	100%/ 100%	100% / 100%	100% / 100%	100%	
Water	Total Water consumption (in Kilo Litres / Year)	Total Water consumption (in Kilo Litres / Year) (Target / Actual)	Total Water consumption (in Kilo Litres / Year) (Target / Actual)	Total Water consumption (in Kilo Litres / Year) (Target / Actual)	Total Water consumption (in Kilo Litres / Year) (Target / Actual)	
	7.66	33.87	31.5/30.66	29.75 /32.55	24.50 /	
	Total Water recycled and reused (in Kilo Litres / Year)	Total Water recycled and reused (in Litres / Year) (Target / Actual)	Total Water recycled and reused (in Litres / Year) (Target / Actual)	Total Water recycled and reused (in Litres / Year) (Target / Actual)	Total Water recycled and reused (in Litres / Year) (Target / Actual)	


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	1840	1876	2000/ 2278	2500/ 2996	3500 /	
	Total Rain Water Harvested (in Kilo Litres / Year)	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual)	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual)	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual)	Total Rain Water Harvested (in Kilo Litres / Year) (Target / Actual)	
	0.5	0.8	2 /2.2	3 /2.9	8 /	
	Total water consumption per employee (in Litres / Employee)	Total water consumption per employee Reduction of 5%(in Litres / Employee) (Target / Actual)	Total water consumption per employee (in Litres / Employee) Reduction of 10% (Target / Actual)	Total water consumption per employee (in Litres / Employee) Reduction of 15% (Target / Actual)	Total water consumption per employee (in Litres / Employee) Reduction of 30% (Target / Actual)	
	102	810.35/ 731	767.70/766.84	725.05/724.987	597.10	
	Total Water Treated (In % of Total Water consumption)	Total Water Treated (In % of Total Water consumption) (Target / Actual)	Total Water Treated (In % of Total Water consumption) (Target / Actual)	Total Water Treated (In % of Total Water consumption) (Target / Actual)	Total Water Treated (In % of Total Water consumption) (Target / Actual)	
	0%	0% / 0%	100 % / 0%	100 % / 0%	100 %	
	Water Intensity (Water consumed / Revenue (in Mn USD))	Water Intensity (Water consumed / Revenue (in Mn USD))	Water Intensity (Water consumed / Revenue (in Mn USD))	Water Intensity (Water consumed / Revenue (in Mn USD))	Water Intensity (Water consumed / Revenue (in Mn USD))	
	0.0714	0.361	0.35/ 0.313	3.4/	3/	
	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	Pollutants present in waste water Total Suspended Solids (milligram / Litre) (Limit / Result)	

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	50 / 15	50 / 13	50 / 12	50 / 13	50 /	
	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre) (Limit / Result)	
	150 / 48	150 / 44	150 / 41	150 / 42	150 /	
	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre) (Limit / Result)	
	30 / 18	30 / 18	30 / 17	30 / 17	30 /	
	% People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours)	People Trained on Water Efficiency (Manhours) (Target / Actual)	People Trained on Water Efficiency (Manhours) (Target / Actual)	People Trained on Water Efficiency (Manhours) (Target / Actual)	
	100%/100%	100%/100%	100 %/100 %	100 %/100 %	50/	
Air Pollution	SOx (Micro /m3) (Limit /Result)	SOx (Micro /m3) (Limit /Result)	SOx (Micro /m3) (Limit /Result)	SOx (Micro /m3) (Limit /Result)	SOx (Micro /m3) (Limit /Result)	
	80 / 45	80 / 55	80 / 48	80 / 49	80/	
	Total weight of air pollutants in workplace	Total weight of air pollutants in workplace (Actual /Target)	Total weight of air pollutants in workplace (Actual /Target)	Total weight of air pollutants in workplace (Actual /Target)	Total weight of air pollutants in workplace (Target)	
	11.06/≤200	11.08/≤200	11.07/≤200	11.07/≤200	200	

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	NOx (Micro /m3) (Limit /Result)	NOx (Micro /m3) (Limit /Result)	NOx (Micro /m3) (Limit /Result)	NOx (Micro /m3) (Limit /Result)	NOx (Micro /m3) (Limit /Result)	
	80 / 23	80 / 19	80 / 20	80 / 22	80 /	
	PM ₁₀ (mg/M ³) (Limit /Result)	PM ₁₀ (mg/M ³) (Limit /Result)	PM ₁₀ (mg/M ³) (Limit /Result)	PM ₁₀ (mg/M ³) (Limit /Result)	PM ₁₀ (mg/M ³) (Limit /Result)	
	100 / 35.68	100 / 34.12	100 / 36.33	100 / 35.29	100 /	
	PM _{2.5} (mg/M ³) (Limit /Result)	PM _{2.5} (mg/M ³) (Limit /Result)	PM _{2.5} (mg/M ³) (Limit /Result)	PM _{2.5} (mg/M ³) (Limit /Result)	PM _{2.5} (mg/M ³) (Limit /Result)	
	60 / 38	60 / 30	60 / 33	60 / 34	60 /	
	Ammonia (mg/M ³) (Limit /Result)	Ammonia (mg/M ³) (Limit /Result)	Ammonia (mg/M ³) (Limit /Result)	Ammonia (mg/M ³) (Limit /Result)	Ammonia (mg/M ³) (Limit /Result)	
	≤400 / 48.75	≤400 / 49.65	≤400 / 48.96	≤400 / 48.16	≤400 /	
	Lead (mg/M ³) (Actual /Limit)	Lead (mg/M ³) (Actual /Limit)	Lead (mg/M ³) (Actual /Limit)	Lead (mg/M ³) (Actual /Limit)	Lead (mg/M ³) (Actual /Limit)	
	BDL/≤1.0	BDL/≤1.0	BDL/≤1.0	BDL/1.0	/1.0	
	Ozone (mg/M ³) (Actual /Limit)	Ozone (mg/M ³) (Actual /Limit)	Ozone (mg/M ³) (Actual /Limit)	Ozone (mg/M ³) (Actual /Limit)	Ozone (mg/M ³) (Actual /Limit)	
Light	10.5 / 100	10.5 / 100	10.1 / 100	10.3 / 100	/ 100	
	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	Cases of Non-Compliance of IS – 3646 Standard Part – III	
	0	0 / 0	0 / 0	0 / 0	0 /	

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Noise	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Day Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	
	70 /75	70 /75	70 /75	70 / 75	/ 75	
Biodiversity Conservation	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	Night Time Noise Level dB (A) Leq Near Plant (Actual / Limit)	
	65 /70	66 /70	64 / 70	66 / 70	70	
	Number of native species supported (Target / Actual)	Number of native species supported (Target / Actual)	Number of native species supported (Target / Actual)	Number of native species supported (Target / Actual)	Number of native species supported (Target / Actual)	
	100	150 / 185	200 / 202	250 / 212	300 /	
	% of total workforce received training on Biodiversity conservation	% of total workforce received training on Biodiversity conservation	% of total workforce received training on Biodiversity conservation	% of total workforce received training on Biodiversity conservation	% of total workforce received training on Biodiversity conservation	
	100%	100%/100%	100%/100%	100% / 100%	100%	
	% of total department covered in Internal risk assessment Biodiversity	% of total department covered in Internal risk assessment Biodiversity	% of total department covered in Internal risk assessment Biodiversity	% of total department covered in Internal risk assessment Biodiversity	% of total department covered in Internal risk assessment Biodiversity	
	100%	100%/100%	100%/100%	100% / 100%	100%	
	Number of Awareness session conducted on Biodiversity conservation	Number of Awareness session conducted on Biodiversity conservation	Number of Awareness session conducted on Biodiversity conservation	Number of Awareness session conducted on Biodiversity conservation	Number of Awareness session conducted on Biodiversity conservation	

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	1	1/2	1/3	1 / 2	1	
	Complaints received on Biodiversity 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0 / 0	Complaints received on Biodiversity 0	
Waste Generation	Total Waste Generated (in Metric Tonnes) (Target / Actual) 9	Total Waste Generated (in Metric Tonnes) (Target / Actual) 50	Total Waste Generated (in Metric Tonnes) (Target / Actual) 48/57.50	Total Waste Generated (in Metric Tonnes) (Target / Actual) 45/48.88	Total Waste Generated (in Metric Tonnes) (Target / Actual) 30/	
	Total Hazardous Waste Generation (in Metric Tonnes) 00	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 00/00	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 00/00	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 00/ 00	Total Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 00/	
	Total non-Hazardous Waste Generation (in Metric Tonnes) 9	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 50	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 40/57.50	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 38/48.88	Total non-Hazardous Waste Generation (in Metric Tonnes) (Target / Actual) 31/	
	Total Waste recycled in a year (in Metric Tonnes) 0	Total Waste recycled in a year (in Metric Tonnes) 10	Total Waste recycled in a year (in Metric Tonnes) 20/21	Total Waste recycled in a year (in Metric Tonnes) 30/30	Total Waste recycled in a year (in Metric Tonnes) 50 /	

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Product Use	Number of customer complaints received regarding product performance or consistency	Number of customer complaints received regarding product performance or consistency (Target / Actual)	Number of customer complaints received regarding product performance or consistency (Target / Actual)	Number of customer complaints received regarding product performance or consistency (Target / Actual)	Number of customer complaints received regarding product performance or consistency (Target / Actual)	
	0	0 / 0	0 / 0	0/ 0	0/	
	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers (Target / Actual)	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers (Target / Actual)	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers (Target / Actual)	% of products with updated Safety Data Sheets (SDS) and technical handling guidelines available to customers (Target / Actual)	
	100 %	100% / 100 %	100 % / 100 %	100%/ 100 %	100%	
	% of returned product batches due to quality defects or performance issues	% of returned product batches due to quality defects or performance issues (Target / Actual)	% of returned product batches due to quality defects or performance issues (Target / Actual)	% of returned product batches due to quality defects or performance issues (Target / Actual)	% of returned product batches due to quality defects or performance issues (Target / Actual)	
	0	0 / 0	0 / 0	0/ 0	0/	
	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS)	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) (Target / Actual)	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) (Target / Actual)	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) (Target / Actual)	% of products meeting international regulatory compliance and chemical safety standards (e.g., REACH, RoHS, GHS) (Target / Actual)	
	100 %	100% / 100 %	100 % / 100 %	100% / 100%	100%	

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Product End of Life

% of industrial minerals & additives recycled after product use	% of industrial minerals & additives recycled after product use (Target / Actual)	% of industrial minerals & additives recycled after product use (Target / Actual)	% of industrial minerals & additives recycled after product use (Target / Actual)	% of industrial minerals & additives recycled after product use (Target / Actual)
0 %	1% / 0%	1% / 0.6 %	2% / 2.1%	5%/
% of specialty chemicals safely disposed or repurposed at end of life	% of specialty chemicals safely disposed or repurposed at end of life (Target / Actual)	% of specialty chemicals safely disposed or repurposed at end of life (Target / Actual)	% of specialty chemicals safely disposed or repurposed at end of life (Target / Actual)	% of specialty chemicals safely disposed or repurposed at end of life (Target / Actual)
0 %	2% / 0.4 %	3% / 1.6 %	4% /3.2%	10 %/
% of product packaging made from sustainable or recyclable materials	% of product packaging made from sustainable or recyclable materials (Target / Actual)	% of product packaging made from sustainable or recyclable materials (Target / Actual)	% of product packaging made from sustainable or recyclable materials (Target / Actual)	% of product packaging made from sustainable or recyclable materials (Target / Actual)
62 %	62 % / 64%	65 % / 68%	70% /72%	90% /
% of raw material recovery from expired or returned products	% of raw material recovery from expired or returned products (Target / Actual)	% of raw material recovery from expired or returned products (Target / Actual)	% of raw material recovery from expired or returned products (Target / Actual)	% of raw material recovery from expired or returned products life (Target / Actual)
0%	1% /0%	1% /0.3%	1% /0.9%	1% /
% of product lines with end-of-life guidance or disposal instructions available to customers	% of product lines with end-of-life guidance or disposal instructions available to customers (Target / Actual)	% of product lines with end-of-life guidance or disposal instructions available to customers (Target / Actual)	% of product lines with end-of-life guidance or disposal instructions available to customers (Target / Actual)	% of product lines with end-of-life guidance or disposal instructions available to customers (Target / Actual)
100%	100% / 100%	100% / 100%	100% / 100%	100%



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	Number of take-back or recovery programs for mineral-based or polymeric products	Number of take-back or recovery programs for mineral-based or polymeric products (Target / Actual)	Number of take-back or recovery programs for mineral-based or polymeric products (Target / Actual)	Number of take-back or recovery programs for mineral-based or polymeric products (Target / Actual)	Number of take-back or recovery programs for mineral-based or polymeric products (Target / Actual)	
	0	1 / 0	1 / 0	2 / 0	5 /	
Sustainable Consumption	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	Percentage of recycled input material out of total materials consumed	
	4.5%	10% / 6.8%	15% / 10.7%	20% / 13.9%	30% /	
Sustainable Sourcing	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual)	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual)	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual)	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual)	% of Employees Trained Sustainable Sourcing of Raw material (Target / Actual)	
	15%	50% / 55%	50% / 70%	60 %/ 75%	100 %/	
	% of Sustainable Sourcing of Raw material (Target / Actual)	% of Sustainable Sourcing of Raw material (Target / Actual)	% of Sustainable Sourcing of Raw material (Target / Actual)	% of Sustainable Sourcing of Raw material (Target / Actual)	% of Sustainable Sourcing of Raw material (Target / Actual)	
	5%	10% / 12%	50% / 6.5%	65%/8.9%	100%/	
Environmental Certificate	Percentage of operational sites with an environmental certification, such as ISO 14001	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target / Actual)	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target / Actual)	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target / Actual)	Percentage of operational sites with an environmental certification, such as ISO 14001 (Target / Actual)	
	0%	100%/100%	100% / 100%	100% / 100%	100% /	

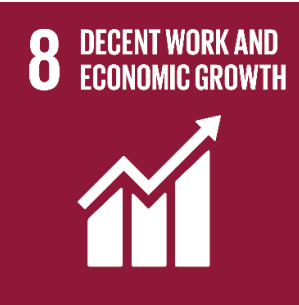
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	Percentage of operational sites with an environmental certification, such as ISO 50001	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual)	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual)	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual)	Percentage of operational sites with an environmental certification, such as ISO 50001 (Target / Actual)	
	100%	100% / 0%	100% / 0%	100% / 0%	100%	
Environmental service and advocacy	Number of workshops/training sessions held to educate consumers on sustainability.	Number of workshops/training sessions held to educate consumers on sustainability. (Target / Actual)	Number of workshops/training sessions held to educate consumers on sustainability. (Target / Actual)	Number of workshops/training sessions held to educate consumers on sustainability. (Target / Actual)	Number of workshops/training sessions held to educate consumers on sustainability. (Target / Actual)	
	1	1 / 2	1 / 3	1/ 2	2/	
	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations)	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations)	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations)	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations)	# Number of environmental service programs implemented by the company (e.g., clean-ups, tree plantations)	
	2	2 / 3	3 / 5	5 / 7	5 /	
	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices (Target / Actual)	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices (Target / Actual)	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices (Target /Actual)	% of participants in our environmental education programs reported an increase in their understanding of sustainable practices (Target /Actual)	
	50%	20%/ 60%	20%/ 70%	20% / 60%	20%	

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	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness (Target / Actual)	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness (Target / Actual)	# Number of digital campaigns, articles, or webinars conducted to spread environmental awareness (Target / Actual)	Number of digital campaigns, articles, or webinars conducted to spread environmental awareness (Target / Actual)	
	1	2 / 2	3 / 3	4 / 4	10 /	
	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders (Target / Actual)	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders (Target / Actual)	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders (Target / Actual)	# Number of ESG training sessions conducted for customers, suppliers, and stakeholders (Target / Actual)	
	1	2 / 2	2 / 2	2 / 2	5 /	
Training	% of buyers across all locations who have received training on sustainable procurement	% of buyers across all locations who have received training on sustainable procurement (Target / Actual)	% of buyers across all locations who have received training on sustainable procurement (Target / Actual)	% of buyers across all locations who have received training on sustainable procurement (Target / Actual)	% of buyers across all locations who have received training on sustainable procurement (Target / Actual)	
	50%	100% / 60%	100% / 70%	100%/100%	100%	
	% of total workforce received training on environmental issues	% of total workforce received training on environmental issues (Target / Actual)	% of total workforce received training on environmental issues (Target / Actual)	% of total workforce received training on environmental issues (Target / Actual)	% of total workforce received training on environmental issues (Target / Actual)	
	75%	100% / 100%	100% / 100%	100%/ 75%	100%	

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Social						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Performance (Jan to Nov)	2030 Target	UN - SDGs
Employment	Child Labour (%) (Actual)	Child Labour (%) (Target / Actual)	Child Labour (%) (Target / Actual)	Child Labour (%) (Target / Actual)	Child Labour (%) (Target / Actual)	
	0	0 / 0	0 / 0	0 / 0	0 /	
	Force Labour (%) (Actual)	Force Labour (%) (Target / Actual)	Force Labour (%) (Target / Actual)	Force Labour (%) (Target / Actual)	Force Labour (%) (Target / Actual)	
	0	0 / 0	0 / 0	0 / 0	0 /	
	Human Trafficking (%) (Actual)	Human Trafficking (%) (Target / Actual)	Human Trafficking (%) (Target / Actual)	Human Trafficking (%) (Target / Actual)	Human Trafficking (%) (Target / Actual)	
	0	0 / 0	0 / 0	0 / 0	0 /	
	Attrition Ratio (%) (Actual)	Attrition Ratio (%) (Target / Actual)	Attrition Ratio (%) (Target / Actual)	Attrition Ratio (%) (Target / Actual)	Attrition Ratio (%) (Target / Actual)	
	12	8 / 10	6 / 7	5 / 4	3 /	
	Total Training Hours of employees (Actual)	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target / Actual)	Total Training Hours of employees (Target / Actual)	
	41	50 / 41	50 / 52	50 / 60	50 /	
	Total Training Hours per employee (Actual)	Total Training Hours per employee (Target / Actual)	Total Training Hours per employee (Target / Actual)	Total Training Hours per employee (Target / Actual)	Total Training Hours per employee (Target / Actual)	
		122.5/ 122.45	135/137	160/172	250/	

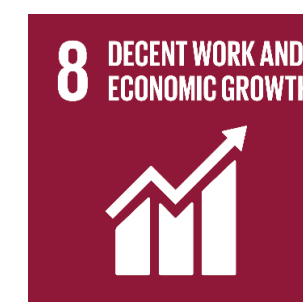
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	115.48								
Average Salary above Minimum Wages (Dollar.)	15,000	Average Salary above Minimum Wages (Dollar.)	16,100/17,564	Average Salary above Minimum Wages (Dollar.)	18,150/19,564	Average Salary above Minimum Wages (Dollar.)	19,210 /21,564	Average Salary above Minimum Wages (Dollar.)	30,000 /
Pay ratio between the highest-paid person and the median employee (%)	3.2 : 1	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual)	4:1/ 3.0 : 1	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual)	4:1/ 2.8 : 1	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual)	4:1 / 2.6 : 1	Pay ratio between the highest-paid person and the median employee (%) (Target / Actual)	4:1 /
Employees Above Living wage rules	100 %	Employees Above Living wage rules	100% /100%	Employees Above Living wage rules	100% /100 %	Employees Above Living wage rules	100% / 100 %	Employees Above Living wage rules	100% /
Subcontractor's Workers Covered under Minimum Wage / Living wage rules	100 %	Subcontractor's Workers Covered under Minimum Wage / Living wage rules	100% / 100 %	Subcontractor's Workers Covered under Minimum Wage / Living wage rules	100% / 100 %	Subcontractor's Workers Covered under Minimum Wage / Living wage rules	100% / 100 %	Subcontractor's Workers Covered under Minimum Wage / Living wage rules	100%
Hiring of Local People (%)	80 %	Hiring of Local People (%)	90 % / 90 %	Hiring of Local People (%)	90% / 90%	Hiring of Local People (%)	90% / 90%	Hiring of Local People (%)	90% /
Hiring of People with Disability (%)	0%	Hiring of People with Disability (%)	4% / 5%	Hiring of People with Disability (%)	4% / 5%	Hiring of People with Disability (%)	4% / 5%	Hiring of People with Disability (%)	4% /


8

DECENT WORK AND ECONOMIC GROWTH





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	Hiring of Vulnerable / Marginalized People at Top Management level (%)	Hiring of Vulnerable / Marginalized People at Top Management level (%)	Hiring of Vulnerable / Marginalized People at Top Management level (%)	Hiring of Vulnerable / Marginalized People at Top Management level (%)	Hiring of Vulnerable / Marginalized People at Top Management level (%)	<div>3 GOOD HEALTH AND WELL-BEING</div> 
	0%	1% / 1%	1%/ 1%	1% / 1%	1% /	
	Hiring of Vulnerable / Marginalized People in company (%)	Hiring of Vulnerable / Marginalized People in company (%)	Hiring of Vulnerable / Marginalized People in company (%)	Hiring of Vulnerable / Marginalized People in company (%)	Hiring of Vulnerable / Marginalized People in company (%)	
	0%	5% / 0%	5%/0%	5% / 0%	5% /	
	% of your employees with disabilities feel included and supported in the workplace?	% of your employees with disabilities feel included and supported in the workplace?	% of your employees with disabilities feel included and supported in the workplace?	% of your employees with disabilities feel included and supported in the workplace?	% of your employees with disabilities feel included and supported in the workplace?	
	100%	100% / 100%	100% / 100%	100% / 100%	0.5%/	
Health & Safety Incidents / Accidents	Lost time injury (LTI) frequency rate for Employees	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	Lost time injury (LTI) frequency rate for direct workforce	
	0.00	0.00 / 0.00	0.00 / 0.00	0.00 / 0.00	0.00 /	
	Lost time injury (LTI) frequency rate for Subcontractor's Workers	Lost time injury (LTI) frequency rate for Subcontractor's Workers	Lost time injury (LTI) frequency rate for Subcontractor's Workers	Lost time injury (LTI) frequency rate for Subcontractor's Workers	Lost time injury (LTI) frequency rate for Subcontractor's Workers	
	0.00	0.00 / 0.00	0.00 / 0.00	0.00 / 0.00	0.00 /	
	Lost time Severity (LTI) frequency rate for Employees	Lost time Severity (LTI) frequency rate for Employees	Lost time Severity (LTI) frequency rate for Employees	Lost time Severity (LTI) frequency rate for Employees	Lost time Severity (LTI) frequency rate for Employees	
	0.00	0.00 / 0.00	0.00 / 0.00	0.00 / 0.00	0.00 /	

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	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00 / 0.00	Lost time Severity (LTI) frequency rate for Subcontractor's Workers 0.00
	# of Work-related Incidents 0	# of Work-related Incidents 0 / 0	# of Work-related Incidents 0 /	# of Work-related Incidents 0 / 0	# of Work-related Incidents 0 /
	# of Fatal Incidents 0	# of Fatal Incidents 0 / 0	# of Fatal Incidents 0 / 0	# of Fatal Incidents 0 / 0	# of Fatal Incidents 0 /
	Number of days lost to work-related injuries, fatalities and ill health 0	Number of days lost to work-related injuries, fatalities and ill health 0 / 0	Number of days lost to work-related injuries, fatalities and ill health 0 / 0	Number of days lost to work-related injuries, fatalities and ill health 0 / 0	Number of days lost to work-related injuries, fatalities and ill health 0 /
	% of operational sites an employee health & safety risk assessment has been conducted 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) 100% / 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) 100% / 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) 100% / 100%	% of operational sites an employee health & safety risk assessment has been conducted (Target / Actual) 100% /
	% of the total workforce across all locations represented in formal joint management-worker health & safety committees 100%	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target / Actual) 100% / 100%	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target / Actual) 100% / 100%	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target / Actual) 100% / 100%	% of the total workforce across all locations represented in formal joint management-worker health & safety committees (Target / Actual) 100%
	% People Trained on	% People Trained on	% People Trained on	% People Trained on Health	% People Trained on

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	Health & Safety (in Manhours)	Health & Safety (in Manhours) (Target / Actual)	Health & Safety (in Manhours) (Target / Actual)	& Safety (in Manhours) (Target / Actual)	Health & Safety (in Manhours) (Target / Actual)	
	100%	100% / 100%	100% / 100%	100% / 100%	100%/	
Human Rights	% of direct employees covered by a living wage benchmarking analysis	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)	% of direct employees covered by a living wage benchmarking analysis (Target / Actual)	
	100%	100% / 100%	100% / 100%	100% / 100%	100% /	
	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)	% of all employees paid below living wage, including direct employees, individual contractors and dispatched workers (Target / Actual)	
	0%	0% / 0%	0% / 0%	0% / 0%	0% /	
	% of average wage gap for direct employees paid below living wage against a living wage benchmark	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	% of average wage gap for direct employees paid below living wage against a living wage benchmark (Target / Actual)	
	0%	0% / 0%	0% / 0%	0% / 0%	0% /	
	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	




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	100%	100 % / 100%	100 %/100%	100 % / 100%	100 % /	
% of the total workforce covered by formally-elected employee representatives	% of the total workforce covered by formally-elected employee representatives (target / Actual)	% of the total workforce covered by formally-elected employee representatives (target / Actual)	% of the total workforce covered by formally-elected employee representatives (target / Actual)	% of the total workforce covered by formally-elected employee representatives (target / Actual)	% of the total workforce covered by formally-elected employee representatives (target / Actual)	
100%	100%/100%	100%/100%	100% / 100%	100% /		
% of the total workforce across all locations who received regular performance and career development reviews	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual)	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual)	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual)	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual)	% of the total workforce across all locations who received regular performance and career development reviews (Target / Actual)	
100%	100% / 100%	100% / 100%	100% / 100%	100% /		
# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual)	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual)	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual)	# of Complaints reported on Child Labour / Human Trafficking (Target / Actual)	
0	0 / 0	0 / 0	0 / 0	0 / 0	0 /	
# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	# of Complaints reported on Data Privacy / Security (Internal)	
0	0/0	0/0	0 / 0	0 / 0	0/	
# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	# of Complaints reported on Data Privacy / Security by Suppliers	
0	0/0	0 / 0	0 / 0	0 / 0	0 /	

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	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	# of Complaints reported on Data Privacy / Security by Customers	
	0	0/0	0 / 0	0 / 0	0 /	
	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	# of Complaints reported on Data Privacy / Security by Other Stakeholders	
	0	0/0	0 / 0	0 / 0	0 /	
	% of operational sites assessed for human rights risks	% of operational sites assessed for human rights risks	% of operational sites assessed for human rights risks	% of operational sites assessed for human rights risks	% of operational sites assessed for human rights risks	
	100 %	100 % / 100%	100 % / 100%	100 % / 100%	100 % /	
	% of all operational sites that have been subject to human rights reviews or human rights impact assessments	% of all operational sites that have been subject to human rights reviews or human rights impact assessments	% of all operational sites that have been subject to human rights reviews or human rights impact assessments	% of all operational sites that have been subject to human rights reviews or human rights impact assessments	% of all operational sites that have been subject to human rights reviews or human rights impact assessments	
	100 %	100 % / 100%	100 % / 100%	100 % / 100%	100 % /	
	External Stakeholder Human Rights Impact Reporting Compliance Count (%)	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual)	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual)	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual)	External Stakeholder Human Rights Impact Reporting Compliance Count (%) (Target / Actual)	
	100 %	100 % / 100%	100 % / 100%	100 % / 100%	100 % /	
	% of people Trained on Human Rights	% of people Trained on Human Rights	% of people Trained on Human Rights	% of people Trained on Human Rights	% of people Trained on Human Rights	

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		(Target / Actual)	(Target / Actual)	(Target / Actual)	(Target / Actual)	
	90 %	100 % / 100%	100 % / 100%	100 % / 100%	100 %	
Career Management & Training	% of the total workforce across all locations who received career- or skills-related training	% of the total workforce across all locations who received career- or skills-related training (Target / Actual)	% of the total workforce across all locations who received career- or skills-related training (Target / Actual)	% of the total workforce across all locations who received career- or skills-related training (Target / Actual)	% of the total workforce across all locations who received career- or skills-related training (Target / Actual)	
	100 %	100 % / 100%	100 % / 100%	100 % / 100%	100 %	
	People Trained on overall Career Management and Skill Development\ (Manhours)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)	People Trained on overall Career Management and Skill Development\ (Manhours) (Target / Actual)	
	41	50/41	50/50	50/50	50/	
	Awareness Session conducted on Career Management	Awareness Session conducted on Career Management (Target / Actual)	Awareness Session conducted on Career Management (Target / Actual)	Awareness Session conducted on Career Management (Target / Actual)	Awareness Session conducted on Career Management (Target / Actual)	
	1	1 / 1	2 / 2	2 / 1	5 /	
Gender Equality	Gender balance at Worker level (Women to Men %)	Gender balance at Worker level (Women to Men %) (Target / Actual)	Gender balance at Worker level (Women to Men %) (Target / Actual)	Gender balance at Worker level (Women to Men %) (Target / Actual)	Gender balance at Worker level (Women to Men %) (Target / Actual)	<div>5 GENDER EQUALITY</div> 
	23	25 / 20	30/24	40/29	50 /	
	Gender balance at Executive level (Women to Men %)	Gender balance at Executive level (Women to Men %) (Target / Actual)	Gender balance at Executive level (Women to Men %) (Target / Actual)	Gender balance at Executive level (Women to Men %) (Target / Actual)	Gender balance at Executive level (Women to Men %) (Target / Actual)	

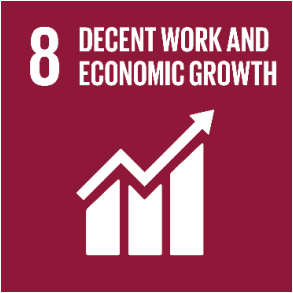
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	5	5/5	5/ 6	5/ 8	5/	
	Gender balance at Top / Key Manager level (Women to Men %)	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual)	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual)	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual)	Gender balance at Top / Key Manager level (Women to Men %) (Target / Actual)	
	5	7 / 5	9/14	11/18	12/	
	Gender balance of Employees ((Women to Men %)	Gender balance of Employees ((Women to Men %) (Target / Actual)	Gender balance of Employees ((Women to Men %) (Target / Actual)	Gender balance of Employees ((Women to Men %) (Target / Actual)	Gender balance of Employees ((Women to Men %) (Target / Actual)	
	20	22 / 29	24/26	26/29	30 /	
	Gender balance within the organization's board (Women to Men) (%)	Gender balance within the organization's board (Women to Men) (%) (Target / Actual)	Gender balance within the organization's board (Women to Men) (%) (Target / Actual)	Gender balance within the organization's board (Women to Men) (%) (Target / Actual)	Gender balance within the organization's board (Women to Men) (%) (Target / Actual)	
	20	25/20	30/40	35 /40	40 /	
	Average unadjusted gender pay gap (Woman to man %)	Average unadjusted gender pay gap (Woman to man %) (Target / Actual)	Average unadjusted gender pay gap (Woman to man %) (Target / Actual)	Average unadjusted gender pay gap (Woman to man %) (Target / Actual)	Average unadjusted gender pay gap (Woman to man %) (Target / Actual)	
	0	0/0	0/0	0 / 0	0 /	
	% People Trained on Gender Equality (Manhours)	People Trained on Gender Equality (Manhours) (Target / Actual)	People Trained on Gender Equality (Manhours) (Target / Actual)	People Trained on Gender Equality (Manhours) (Target / Actual)	People Trained on Gender Equality (Manhours) (Target / Actual)	
	100 %	100% / 100 %	100% / 100 %	100% / 80 %	50 /	
Working	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# # of Hours Worked (Manhours)	# of Hours Worked (Manhours)	# of Hours Worked (Manhours)	
	1,05,165	1,08,165	1,15,682	1,19,682		


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Conditions	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed	% of your plants and offices that were assessed	
	100%	100% / 100%	100%/100%	100% / 100%	100% /	
	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	Incident of non-potable drinking water identification	
	0	0 / 0	0 / 0	0 / 0	0 /	
	% of the total workforce trained on Diversity, Equity & Inclusion	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual)	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual)	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual)	% of the total workforce trained on Diversity, Equity & Inclusion (Target / Actual)	
	100%	100% / 100%	100% / 100%	100% / 100%	100%/	
Discrimination & Harassment	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	% employees covered in awareness program	
	100%	100% / 100%	100% / 100%	100%/ 100%	100%/	
	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	Incident of non-compliance of working conditions principles	
	0	0 / 0	0/0	0 / 0	0 /	
	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment	# of Complaints reported on Sexual Harassment (Target / Actual)	# of Complaints reported on Sexual Harassment (Target / Actual)	# of Complaints reported on Sexual Harassment (Target / Actual)	
	0	0 / 0	0 / 0	0 / 0	0 /	
	# of Complaints reported on	# of Complaints reported on	# of Complaints reported on Discrimination	# of Complaints reported on Discrimination (Internal)	# of Complaints reported on	

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	Discrimination (Internal)	Discrimination (Internal) (Target / Actual)	(Internal) (Target / Actual)	(Target / Actual)	Discrimination (Internal) (Target / Actual)	
	0	0 / 0	0/0	0 / 0	0 /	
	# of Complaints reported on Discrimination by Suppliers	# of Complaints reported on Discrimination by Suppliers (Target / Actual)	# of Complaints reported on Discrimination by Suppliers (Target / Actual)	# of Complaints reported on Discrimination by Suppliers (Target / Actual)	# of Complaints reported on Discrimination by Suppliers (Target / Actual)	
	0	0 / 0	0/0	0 / 0	0 /	
	# of Complaints reported on Discrimination by Customers	# of Complaints reported on Discrimination by Customers (Target / Actual)	# of Complaints reported on Discrimination by Customers (Target / Actual)	# of Complaints reported on Discrimination by Customers (Target / Actual)	# of Complaints reported on Discrimination by Customers (Target / Actual)	
	0	0 / 0	0/0	0 / 0	0 /	
	# of Complaints reported on Discrimination by Other Stakeholders	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual)	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual)	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual)	# of Complaints reported on Discrimination by Other Stakeholders (Target / Actual)	
	0	0/0	0/0	0 / 0	0 /	
	% of the total workforce trained on discrimination and harassment	% of the total workforce trained on discrimination and harassment (Target / Actual)	% of the total workforce trained on discrimination and harassment (Target / Actual)	% of the total workforce trained on discrimination and harassment (Target / Actual)	% of the total workforce trained on discrimination and harassment (Target / Actual)	
	100%	100% / 100%	100% / 100%	100% / 100%	100% /	
Certification	Percentage of operational facilities that are certified ISO	Percentage of operational facilities that are certified ISO	Percentage of operational facilities that are certified ISO 45001(target / Actual)	Percentage of operational facilities that are certified ISO 45001(target / Actual)	Percentage of operational facilities that are certified ISO	

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	45001 (%)	45001(target s/Actual) (%)	(%)	(%)	45001(target / Actual) (%)	
	0%	0% / 0%	0% / 0%	0% / 0%	100% /	
	Percentage of operational facilities that are certified SA8000 (%)	Percentage of operational facilities that are certified SA8000 (target / Actual)(%)	Percentage of operational facilities that are certified SA8000 (target / Actual)(%)	Percentage of operational facilities that are certified SA8000 (target / Actual)(%)	Percentage of operational facilities that are certified SA8000 (target / Actual)(%)	
	0%	0%/0%	0%/0%	0% / 0%	100%	
	SMETA Certification	SMETA Certification	SMETA Certification	SMETA Certification	SMETA Certification	
	0%	0%/0%	0%/0%	0% / 0%	100% /	
Corporate Social Responsibility	Amount Spent on CSR (In Mn USD)	Amount Spent on CSR (In Mn USD)	Amount Spent on CSR (In Mn USD)	Amount Spent on CSR (In Mn USD)	Amount Spent on CSR (In Mn USD)	
	0.5	1 / 0.5	1 / 0.5	1 / 0.5	2 /	
	# of social initiatives at National and Local level	# of social initiatives at National and Local level	# of Social initiatives at National and Local level	# of Social initiatives at National and Local level	# of Social initiatives at National and Local level	
	1	1/2	1/2	1/2	3/	

GOVERNANCE						
ESG Area	2022 Performance	2023 Baseline	2024 Performance	2025 Performance (Jan to Nov)	2030 Target	UN - SDGs
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery	# of Complaints reported on Corruption & Bribery	# of Complaints reported on Corruption & Bribery	# of Complaints reported on Corruption & Bribery	# of Complaints reported on Corruption & Bribery	
	0	0 / 0	0 / 0	0 / 0	0 /	
	Percentage of Trading Partners Covered by Due Diligence on Corruption(%)	Percentage of Trading Partners Covered by Due Diligence on Corruption(%)	Percentage of Trading Partners Covered by Due Diligence on Corruption(%)	Percentage of Trading Partners Covered by Due Diligence on Corruption(%)	Percentage of Trading Partners Covered by Due Diligence on Corruption(%)	
	100%	100% / 100%	100%/100%	100% / 100%	100% /	
	% People Trained on Anti-Corruption & Bribery	% People Trained on Anti-Corruption & Bribery (in Manhours)	People Trained on Anti-Corruption & Bribery (in Manhours)	People Trained on Anti-Corruption & Bribery (in Manhours)	People Trained on Anti-Corruption & Bribery (in Manhours)	
	100 %	100% / 100%	100% / 100%	100% / 100%	100% /	
	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%)	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual)	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual)	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual)	Percentage of operational sites certified with anti-corruption management system (ISO 37001) (%) (Target /Actual)	
	0	0 / 0	0 / 0	0 / 0	100%/	
	Percentage of	Percentage of	Percentage of operational	Percentage of	Percentage of	


Information Management	operational sites certified with anti-information security management system (ISO 27001) (%)	operational sites certified with anti-information security management system (ISO 27001) (%) (Target /Actual)	sites certified with anti-information security management system (ISO 27001) (%) (Target /Actual)	operational sites certified with anti- information security management system (ISO 27001) (%) (Target /Actual)	operational sites certified with anti- information security management system (ISO 27001) (%) (Target /Actual)
	0	0 / 0	0 / 0	0/ 0	100% /
	Data Breach Incidents:	Data Breach Incidents:	Data Breach Incidents:	Data Breach Incidents:	Data Breach Incidents:
	0	0 / 0	0 / 0	0 / 0	0 /
	Percentage of Trading Partners Covered by Due Diligence on Information Security (%)	Percentage of Trading Partners Covered by Due Diligence on Information Security (%)	Percentage of Trading Partners Covered by Due Diligence on Information Security (%)	Percentage of Trading Partners Covered by Due Diligence on Information Security (%)	Percentage of Trading Partners Covered by Due Diligence on Information Security (%)
	100%	100% / 100%	100% / 100%	100% / 100%	100% /
Value Chain	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:	Data Retention Compliance:
	100%	100% / 100%	100% / 100%	100% / 100%	100% /
	User Complaints:	User Complaints:	User Complaints:	User Complaints:	User Complaints:
Value Chain	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)	Suppliers evaluated for ESG Performance (in %)
	0	100 % / 45 %	100 % / 40%	100 % / 100%	100 % /
	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)	Suppliers evaluated for ESG Reporting (Onsite) (in %)



	0	25% / 25 %	40 % / 40%	75 % / 60%	100 % /	
	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	Suppliers evaluated for ESG Assessment (in %)	
	20%	25 % / 30 %	40 % / 50%	75 % / 80%	75 % /	
	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	Average Number of Non-Conformities Found per supplier	
	0	0 / 0	0 / 0	0 / 0	0 /	
	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	Integration of sustainability clauses in supplier contracts	
	100 %	100 % / 87 %	100 % / 100%	100 % / 100%	100 % /	
	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	Avg Number of Corrective Actions taken / Supplier	
	0	0 / 0	0 / 0	0 / 0	0 /	
	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual)	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual)	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual)	Percentage or number of audited/assessed suppliers engaged in corrective actions or capacity building (Target / Actual)	
	0%	0% / 0%	50% / 75%	65% / 75%	100% /	
	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	Suppliers in Agreement with company Policies (in %)	



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	100 %	100% / 100%	100 % / 100%	100 % / 100%	100 %	
	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	
	100 %	100% / 100%	100 % / 100%	100 % / 100%	100 %	
	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier	Avg Number of Non-Conformities Found per supplier	
	0	0 / 0	0/0	0 / 0	0 /	
Anti-Competitive Practice	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	Incident of Deceptive Advertising:	
	0	0 / 0	0 / 0	0 / 0	0 /	
	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	% departments covered under Risk Assessment Internal Audit	
	100 %	100 %/ 100%	100 % / 100%	100 % / 100%	100 % /	
Ethics	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	Percentage of total workforce trained on business ethics issues (%)	
	100%	100 %/ 100%	100% / 100%	100% / 100%	100% /	
	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	Employee feedback on ethics training (satisfaction rate)	
	100%	100% / 100%	100% / 100%	100% / 100%	100% /	

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	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	% of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	
	100 %	100% / 100%	100 % / 100%	100 % / 100%	100 % /	
	Number of whistleblower reports received	Number of whistleblower reports received	Number of whistleblower reports received	Number of whistleblower reports received	Number of whistleblower reports received	
	0	0 / 0	0/0	0 / 0	0 /	
Customer Health and Safety	# complaints related to use of products	# complaints related to use of products (Target / Actual)	# complaints related to use of products (Target / Actual)	# complaints related to use of products (Target / Actual)	# complaints related to use of products (Target / Actual)	
	0/ 0	0 / 0	0 / 0	0 / 0	0 /	
	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	Conduct Customer safety training sessions of Customers	
	65%	100 % / 87 %	100 % / 100%	100 % / 100%	100 % /	
Social Dialogue	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	Customer Participation Rate in Sustainability Session / Meeting	
	65%	100% / 70 %	100 % / 72%	100% / 60%	100% /	
	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	Customer Feedback of Satisfaction Rate in Sustainability Session / Meeting	
	65%	100% / 70 %	100 % / 82%	100% / 85%	100% /	



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	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions	% of the total workforce across all locations who are covered by formal collective agreements concerning working conditions	
	100%	100% / 100%	100% / 100%	100% / 100%	100% /	
	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	Complaints registered on the violation of Collective Bargaining Agreement	
	0	0 / 0	0 / 0	0 / 0	0 /	

ASSURANCE LETTER



Independent Assurance on verification of ESG Performance and Targets

Growlity/AR/222462

Reporting Period - January 2022 to December 2022
January 2023 to December 2023
January 2024 to December 2024
January 2025 to November 2025

The Management

APACKAGING GROUP LLC

Independent Assurance Report

Growlity, Inc. was appointed by **APACKAGING GROUP LLC** referred to as 'the Company') to conduct a limited assurance engagement on the ESG and sustainability information presented in the Company's **ESG KPI ROADMAP UPTO 2030 Report**. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the document along with the material topics identified by Materiality Assessment between their stake holders. The sustainability information provided within the report is in accordance to the Global Reporting Initiative's (GRI) Universal Standards 2021. The company has also followed guidelines of ISO 14064-1:2018 and Green House Gas Protocol standard, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. This engagement by Growlity, Inc. underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international standards for reporting on its environmental, social, and governance (ESG) efforts

Scope of Assurance and Methodology

The Scope of our work for this assurance engagement was limited to review of information pertaining to environmental, social and Governance performance such as Commitments / KPIs and Green House Gas (GHG) Emissions Inventory for the mentioned reporting period and to verify it in accordance with GRI universal standards 2021. We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic on inclusion / omission of necessary relevant information / data and this was limited to: Remote verification of

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data, on a selective test basis, for the following units / locations, through consultations with the site team and sustainability team.

Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;

Review of Company's plans, policies and practices, pertaining to their Social, Environmental and sustainable development, so as to be able to make comments on the fairness of sustainability reporting.

Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.

Locations Covered

Covering the below locations to collect data and prepare the ESG KPI ROADMAP UPTO 2030 Report.

Sr. No.	Site	Address
1.	California, USA	1350 Mountain View Circle 91702 Azusa, CA United States of America
2.	Defiance, Ohio	25925 Commerce Drive, Defiance, OH 43512

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for the year 2023. The Company has prepared report having sustainability data in accordance with GRI universal standards 2021. The Report includes a description of the ESG Performance in terms of Key Performance Indicators (KPI) and verification of GHG Emissions of Scope 1, Scope 2 and Scope 3. There is further scope to strengthen data management system to ensure uniform and accurate reporting. Areas of further improvement wherever identified have been brought before the attention of the management of the company.

Conclusion

On the basis of our procedure for this limited assurance, nothing has come to our attention that causes us not to believe that the company has reported on material sustainability issues relevant to its business.



Dr. Nitin Dumasia

President & CEO

Date: 01st December 2025

Place: Surat

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