

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

Details of the listed entity

1. **Corporate Identity Number (CIN):** L24246MH2005PLC150371
2. **Name of the Listed Entity:** Innova Captab Limited
3. **Year of Incorporation:** 03 January 2005
4. **Registered Office Address:** 601, Proxima, Plot No 19, Sector 30A, Vashi Navi Mumbai, Thane, Maharashtra, India, 400705.
5. **Corporate Address:** SCO-301, 2nd floor, Sector-9, Panchkula, Haryana - 134109, India
6. **E-mail:** cs_icl@innovacaptab.com
7. **Telephone:** +(91) 77100 87109
8. **Website:** <https://www.innovacaptab.com>
9. **Financial year for which reporting is being done:** 01 April 2023 to 31 March 2024
10. **Paid-up Capital:** ₹ 572,249,290
11. **Name of the Stock Exchange(s) where shares are listed:** BSE and National Stock Exchange of India
12. **Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:**
 Name: Ms. Neeharika Shukla,
 Designation: Company Secretary
 Telephone Number: +(91) 77100 87109
 E-mail ID: cs_icl@innovacaptab.com
13. **Reporting boundary:** Standalone

Products/services

14. **Details of business activities (accounting for 90% of the turnover):**

| Sr No | Description of main activity | Description of business activity | % of turnover |
|-------|----------------------------------|--|---------------|
| 1. | Manufacturing of Pharmaceuticals | Chemical and chemical products, pharmaceuticals, medicinal chemical and botanical products | 100 |

15. **Products / Services sold by the entity (accounting for 90% of the entity's turnover):**

| Sr No | Product / Service | NIC Code | % of total turnover contributed |
|-------|--|----------|---------------------------------|
| 1. | Pharmaceutical Products & Manufacturing Services | 210 | 100 |

Operations

16. **Number of locations where plants and / or operations / offices of the entity are situated:**

| Locations | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National | 2 | 2 | 4 |
| International | 0 | 0 | 0 |

17. **Markets served by the entity:**

- a) **Number of locations:**

| Locations | Number |
|----------------------------------|-----------|
| National (No. of States) | PAN India |
| International (No. of Countries) | 25 |

- b) **What is the contribution of exports as a percentage of the total turnover of the entity?**

Out of total turnover, the export sales contributed to ₹ 1,138.64 million (13%).

- c) **A brief on types of customers:** Different pharmaceutical companies in global markets and India are our customers.

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Employees

18. Details as at the end of financial year:

a) Employees and workers (including differently abled):

| Sr No | Particulars | Total (A) | Male | | Female | |
|------------------|------------------------------------|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| Employees | | | | | | |
| 1. | Permanent employees (D) | 552 | 503 | 91% | 49 | 9% |
| 2. | Other than permanent employees (E) | - | - | - | - | - |
| 3. | Total Employees (D+ E) | 552 | 503 | 91% | 49 | 9% |
| Workers | | | | | | |
| 4. | Permanent workers | 700 | 700 | 100% | - | - |
| 5. | Other than permanent workers | - | - | - | - | - |
| 6. | Total Workers (F +G) | 700 | 700 | 100% | - | - |

b) Differently abled employees and workers:

| Sr No | Particulars | Total (A) | Male | | Female | |
|------------------------------------|------------------------------------|-----------|---------|-----------|---------|-----------|
| | | | No. (B) | % (B / A) | No. (C) | % (C / A) |
| Differently Abled Employees | | | | | | |
| 1. | Permanent employees (D) | - | - | - | - | - |
| 2. | Other than permanent employees (E) | - | - | - | - | - |
| 3. | Total Employees (D+ E) | - | - | - | - | - |
| Differently Abled Workers | | | | | | |
| 4. | Permanent workers | 1 | 1 | 100% | - | - |
| 5. | Other than permanent worker | - | - | - | - | - |
| 6. | Total Workers (F +G) | - | - | - | - | - |

19. Participation / Inclusion / Representation of women:

| | Total (A) | No. and percentage of Females | |
|--------------------------|-----------|-------------------------------|-----------|
| | | No. (B) | % (B / A) |
| Board of Directors | 8 | 1 | 13% |
| Key Management Personnel | 3 | 1 | 33% |

20. Turnover rate for permanent employees and workers:

| | Turnover rate in FY 2024 (Turnover rate in current FY) | | | Turnover rate in FY 2023 (Turnover rate in previous FY) | | | Turnover rate in FY 2022 (Turnover rate in the year prior to the previous FY) | | |
|---------------------|---|--------|-------|--|--------|-------|--|--------|-------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 37% | 48% | 38% | 36% | 53% | 38% | 32% | 33% | 32% |
| Permanent Workers | 32% | - | 32% | 30% | - | 30% | 33% | - | 33% |

Holding, Subsidiary and Associate Companies (including Joint Ventures)

21. Names of holding / subsidiary / associate companies / joint ventures:

| Sr No | Name of the holding / subsidiary / associate companies / joint ventures (A) | Indicate whether holding / subsidiary / associate / joint venture | % of shares held by listed entity | Entity (A) participate in the business responsibility initiatives of the listed entity |
|-------|---|---|---|--|
| 1 | Univentis Medicare Limited | Wholly Owned Subsidiary | 100% hold by the company | No |
| 2 | Sharon Bio-Medicine Limited | Step down Subsidiary | 100% hold by Univentis Medicare Limited | No |

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CSR Details

22. CSR Activities

- I. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- II. Turnover: ₹ 8,649,289,962/-
- III. Net worth: ₹ 7,237,166,938/-
- IV. Amount of CSR spent during the financial year- ₹ 16,467,907/-

Transparency and Disclosures Compliances

23. Complaints / Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

| Stakeholder group from whom complaint is received | Grievance redressal mechanism in place | FY 2024 | | | FY 2023 | | |
|---|--|--|----------------------------|--|---------|----------------------------|--|
| | | If Yes, then provide web-link for grievance redress policy | Number of complaints filed | Number of complaints pending resolution at the end of the year | Remarks | Number of complaints filed | Number of complaints pending resolution at the end of the year |
| Communities | Yes | Nil | Nil | Vigil Mechanism & Whistle Blower Policy | Nil | Nil | Vigil Mechanism & Whistle Blower Policy |
| Investors (other than shareholders) | | | | Not applicable | | | |
| Shareholders | Yes | Nil | Nil | Investor Grievance Policy | Nil | Nil | Investor Grievance Policy |
| Employees and workers | Yes | Nil | Nil | Vigil Mechanism & Whistle Blower Policy | Nil | Nil | Vigil Mechanism & Whistle Blower Policy |
| Customers | Yes | Nil | Nil | Vigil Mechanism & Whistle Blower Policy | Nil | Nil | Vigil Mechanism & Whistle Blower Policy |
| Value Chain Partners | Yes | Nil | Nil | Vigil Mechanism & Whistle Blower Policy | Nil | Nil | Vigil Mechanism & Whistle Blower Policy |
| Other (Please specify) | NA | Nil | Nil | - | Nil | Nil | - |

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24. Overview of the entity's material responsible business conduct issues: Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications:

| Sr 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 | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|-------|---|--|---|--|--|
| 1 | Environment: <ul style="list-style-type: none"> Environmental Incidents Water Related Governance Waste Management | Both Risk & Opportunity as well. | Any issue which may lead to non-compliance is a Risk and any issue leading to improving company performance & goodwill is an opportunity. | The Risk Management Committee (RMC) of Board of Directors formulate ESG Policy to comply with Environmental, Social & Governance compliance requirements. | Both positive & negative |
| 2 | Social: <ul style="list-style-type: none"> Labour & Human Rights Health & Safety Employee well-being programs | Both Risk & Opportunity as well. | Any issue which may lead to non-compliance is a Risk and any issue leading to improving company performance & goodwill is an opportunity. | The Human Resource department of company formulated policies for employee's health, safety and well-being. Further, the Human Resource department periodically monitor all the employee related policies & procedures. | Both positive & negative |
| 3 | Governance: <ul style="list-style-type: none"> Business Ethics ESG Compliance Board Independence Criteria | Both Risk & Opportunity as well. | Any issue which may lead to non-compliance is a Risk and any issue leading to improving company performance & goodwill is an opportunity. | The Risk Management Committee (RMC) of Board of Directors formulate ESG Policy to comply with Environmental, Social & Governance compliance requirements. | Both positive & negative |

Section B: Management and Process Disclosures

| Disclosure questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|---|-----|-----|-----|-----|-----|----|-----|-----|
| Policy and management processes | | | | | | | | | |
| 1 a. Whether your entity's policy / policies cover each principle and its core elements of the NGRBCs. | Yes | Yes | Yes | Yes | Yes | Yes | No | Yes | Yes |
| b. Has the policy been approved by the Board? | Yes | No | Yes | Yes | Yes | No | No | Yes | No |
| c. Web Link of the Policies | All the policies that were approved by the Board are available on the Company's Website | | | | | | | | |
| 2 Whether the entity has translated the policy into procedures. | | | | | | Yes | | | |

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| Disclosure questions | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | | | | | | | | | |
|---|---|--|----|----|----|----|----|----|----|----|--|----|----|----|----|----|----|----|----|
| 3 | Do the enlisted policies extend to your value chain partners? | We are in the process of operationalizing the participation of the value chain partners by establishing relevant mechanisms. | | | | | | | | | | | | | | | | | |
| 4 | Name of the national and international codes / certifications / labels / standards adopted by your entity and mapped to each principle | Our facilities are ISO 9001:2015 (quality management system) certified. Our facilities have GMP certifications from the Health and Family Welfare Department, Himachal Pradesh, in conformity with the format recommended by the WHO and Ethiopia. | | | | | | | | | | | | | | | | | |
| 5 | Specific commitments, goals and targets set by the entity with defined timelines | a) Net Zero by 2040 b) Water Neutrality by 2030 c) Plastic waste recycle 90% by 2027 | | | | | | | | | | | | | | | | | |
| 6 | Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met | We are in the process of implementing mechanisms to meet its environmental, social and governance objectives which shall be presented in the subsequent reports. | | | | | | | | | | | | | | | | | |
| Governance, leadership and oversight | | | | | | | | | | | | | | | | | | | |
| 7 | Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) | We are conducting our business operations honestly, morally, and in compliance with all applicable laws and ethical principles. As a responsible corporate entity, we are being continuously endeavouring to comply with Environmental, Social & Governance compliance requirements covering the aspects of Legal compliance, ethics & business conduct, quality & patient safety, human rights, labour and employment, health safety and well-being of employees, sustainability & environmental responsibility, quality management system. While we continue to integrate sustainability principles into our operations and deliver on our promises of sustainable value creation, we welcome your valuable feedback in order to improve our sustainability performance. | | | | | | | | | | | | | | | | | |
| 8 | Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies). | Jayant Vasudeo Rao- Whole Time Director | | | | | | | | | | | | | | | | | |
| 9 | Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details | All the sustainability issues are handled by existing Board/ Committees. | | | | | | | | | | | | | | | | | |
| 10 Details of Review of NGRBCs by the Company. | | | | | | | | | | | | | | | | | | | |
| Subject for review | | Indicate whether review was undertaken by director / committee of the board / any other committee | | | | | | | | | Frequency (annually / half yearly / quarterly / any other) | | | | | | | | |
| | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
| a | Performance against above policies and follow up action | Y | Y | Y | Y | Y | Y | N | Y | Y | During the period under review, the policies are reviewed periodically or on need basis. | | | | | | | | |
| b | Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances | Y | Y | Y | Y | Y | Y | Y | Y | Y | The Company is in compliance with the extant regulations, as applicable. | | | | | | | | |

RMC Committee & Human Resource department is responsible to periodically review environmental, social and governance (ESG)/ sustainability matters pertaining to the Company.

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| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|--|--|----|----|----|----|----|----|----|----|
| 11 Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? If Yes, provide name of the agency. | The policies of the Company are reviewed periodically / on a need basis by department heads / directors / board committees, wherever applicable. | | | | | | | | |
| 12 If principles not covered by a policy, provide reasons for the same. | | | | | | | | | |
| Questions | | | | | | | | | |
| a The entity does not consider the principles material to its business (Yes/No) | - | - | - | - | - | - | - | - | - |
| b The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | - | - | - | - | - | - | - | - | - |
| c The entity does not have the financial or / human and technical resources available for the task (Yes/No) | - | - | - | - | - | - | - | - | - |
| d It is planned to be done in the next financial year (Yes/No) | - | - | - | - | - | - | - | - | - |
| e Any other reason | Many of the principles are covered under various policies of the Company instead of a single policy document. | | | | | | | | |

SECTION C: PRINCIPLE 1

Businesses should conduct and govern themselves with integrity, and in a manner that is ethical, transparent and accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

| Segment | Total number of training and awareness programmes held | Topics / principles covered under the training and its impact | % of persons in respective category covered by the awareness programmes |
|--|---|---|---|
| Board of Directors | <ul style="list-style-type: none"> The Independent Directors of the Company are made aware of their roles and responsibilities at the time of their appointment through a formal letter of appointment and provide overview of the operations and familiarize the Directors on matters related to the Company's values and commitments, organization structure, constitution and terms of reference of the Committees, board procedures, management strategies etc. The company also provide regular updates on the latest amendments to the various regulations – Corporate Laws, SEBI Regulations, Labour Laws and such other Statutes as may be applicable to the company. | | 100% |
| Key Managerial Personnel | As a part of the Board process specified above, all Key Managerial Personnel of the Company were also informed of various developments in the Company. | | - |
| Employees other than BoD and KMPs | 33* | Multiple training programmes covering all principles & topics such as Code of conduct, POSH, Safety, Health & Environment, Hazard Identification and Risk Assessment were regularly given by the Company during the year. | 100% |
| Workers | 33* | Multiple training programmes covering all principles & topics such as Code of conduct, POSH, Safety, Health & Environment, Hazard Identification and Risk Assessment were regularly given by the Company during the year. | 100% |

* Both employees and workers were provided wide ranging training in areas which will enhance health & safety and sustainable practices.

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2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators / law enforcement agencies / judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity's website):

| | NGRBC Principle | Name of the regulatory / enforcement agencies / judicial institutions | Amount (In INR) | Brief of the case | Has an appeal been preferred? |
|---------------------|-----------------|---|-----------------|-------------------|-------------------------------|
| Monetary | | | | | |
| Penalty / Fine | | | | | |
| Settlement | | | Nil | | |
| Compounding fee | | | | | |
| Non-Monetary | | | | | |
| Imprisonment | | | | | |
| Punishment | | | Nil | | |

3. Of the instances disclosed in question 2 above, details of the appeal / revision preferred in cases where monetary or non-monetary action has been appealed.

| Case Details | Name of the regulatory / enforcement agencies / judicial institutions |
|--------------|---|
| None | |

4. Does the entity have an anti-corruption or anti-bribery policy? If Yes, provide details in brief and if available, provide a web-link to the policy.

Yes, we have Anti-Bribery and Corruption policy. The policy provides information and guidance on how to recognize and deal with bribery and corruption issues. The policy guides to act professionally, fairly and with utmost integrity in all our business dealings and relationships, wherever operate.

5. Number of Directors / KMPs / employees / workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery / corruption:

| | FY 2024 | FY 2023 |
|-----------|---------|---------|
| Directors | Nil | Nil |
| KMPs | | |
| Employees | | |
| Workers | | |

6. Details of complaints with regard to conflict of interest:

The company did not receive any complaints in relation to conflict of interest.

| | FY 2024 | | FY 2023 | |
|--|---------|---------|---------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil | - | Nil | - |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | | | | |

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators / law enforcement agencies / judicial institutions, on cases of corruption and conflicts of interest.

Since there were no complaints in relation to conflict of interest or corruption, corrective action does not arise.

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

| | FY 2024 | FY 2023 |
|-------------------------------------|---------|---------|
| Number of days of accounts payables | 79 | 72 |

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9. Open-ness of business:

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

| Parameter | Metrics | FY 2024 | FY 2023 |
|-----------------------------------|--|---------|---------|
| Concentration of Purchases | a. Purchases from trading houses as % of total purchases | Nil | Nil |
| | b. Number of trading houses where purchases are made from | Nil | Nil |
| | c. Purchases from top 10 trading houses as % of total purchases from trading houses | Nil | Nil |
| Concentration of Sales | a. Sales to dealers / distributors as % of total sales | Nil | Nil |
| | b. Number of dealers / distributors to whom sales are made | Nil | Nil |
| | c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors | Nil | Nil |
| Share of RPTs in | a. Purchases (Purchases with related parties / Total Purchases) | 10.96% | 10.34% |
| | b. Sales (Sales to related parties / Total Sales) | 15.12% | 13.11% |
| | c. Loans & advances (Loans & advances given to related parties / Total loans & advances) | 99.18% | Nil |
| | d. Investments (Investments in related parties / Total Investments made) | Nil | Nil |

SECTION C: PRINCIPLE 2

Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. **Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

| | Current financial year (%) | Previous financial year (%) | Details of improvements in environmental and social impacts |
|----------------|----------------------------|-----------------------------|---|
| R&D | Nil | Nil | Not applicable |
| Capex | Nil | Nil | Not applicable |

2. **Does the entity have procedures in place for sustainable sourcing? If Yes, what percentage of inputs were sourced sustainably?**

We have documented supplier code of conduct in place. Materials are procured from approved vendors both local and international. Our quality assurance team conducts periodic audits of vendors, especially those who supply key materials. We continue to receive unrelenting support from its vendors. We have long standing business relations with regular vendors adhering to sustainability principles which includes the following:

- Compliance with all Statutory norms labour, health, safety, environment and ethical standards
- Zero tolerance towards corruption, fraud, bribery and other unethical conduct
- Prohibition of child labour and protection of human rights
- Equal opportunities and no discrimination based on gender, race, age, caste etc.
- Protection of environment
- Safe and healthy workplace

3. **Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) Other waste.**

As a pharmaceutical Company, we strive to reduce our consumption of resources by using less energy, water, and materials. We are committed to reducing the amount of waste that is generated during the manufacturing and distribution processes. We encourage reuse of materials whenever possible; We encourage recycling all of our waste that cannot be reused. We are committed to recycling as much of our waste as possible, and we are always looking for new ways to reduce our environmental impact.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities. If Yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes. The Company has registered as an importer on the Central Pollution Control Board, Extended Producer Responsibility Portal for Plastic Waste as company imports goods/ materials that contain plastic component or are wrapped in plastic materials.

SECTION C: PRINCIPLE 3

Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

1a. Details of measures for the well-being of employees:

| Category | % of employees covered by | | | | | | | | | | |
|---------------------------------------|---------------------------|------------------|-------------|--------------------|-------------|--------------------|-----------|--------------------|----------|---------------------|----------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day care facilities | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | No. (D) | % (D/A) | No. (E) | % (E/A) | No. (F) | % (F/A) |
| Permanent Employees | | | | | | | | | | | |
| Male | 503 | 503 | 100% | 503 | 100% | 0 | - | 0 | - | 0 | - |
| Female | 49 | 49 | 100% | 49 | 100% | 3 | 6% | 0 | - | 0 | - |
| Total | 552 | 552 | 100% | 552 | 100% | 3 | 1% | 0 | - | 0 | - |
| Other than Permanent Employees | | | | | | | | | | | |
| Male | 0 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Female | 0 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Total | 0 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |

1b. Details of measures for the well-being of workers:

| | % of workers covered by | | | | | | | | | | |
|-------------------------------------|-------------------------|------------------|-------------|--------------------|-------------|--------------------|-----------|--------------------|-----------|---------------------|-----------|
| | Total (A) | Health insurance | | Accident insurance | | Maternity benefits | | Paternity benefits | | Day care facilities | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | No. (D) | % (D / A) | No. (E) | % (E / A) | No. (F) | % (F / A) |
| Permanent Workers | | | | | | | | | | | |
| Male | 700 | 700 | 100% | 700 | 100% | 0 | - | 0 | - | 0 | - |
| Female | 0 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Total | 700 | 700 | 100% | 700 | 100% | 0 | - | 0 | - | 0 | - |
| Other than Permanent Workers | | | | | | | | | | | |
| Male | 0 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Female | 0 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |
| Total | 0 | 0 | - | 0 | - | 0 | - | 0 | - | 0 | - |

1c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:

| | FY 2024 | FY 2023 |
|--|---------|---------|
| Cost incurred on wellbeing measures as a % of total revenue of the company | 0.016% | 0.005% |

2. Details of retirement benefits, for current financial year and previous financial year:

| Benefits | FY 2024 | | | FY 2023 | | |
|--------------------------------|--|--|---|--|--|---|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers | Deducted and deposited with the authority |
| PF | 98% | 100% | Y | 97% | 100% | Y |
| Gratuity | 100% | 100% | Y | 100% | 100% | Y |
| Employee State Insurance (ESI) | 26% | 80% | Y | 35% | 83% | Y |
| Others –please specify | NA | NA | NA | NA | NA | NA |

3. Accessibility of workplaces: Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, we are committed to providing a workplace that is accessible to all employees, regardless of their abilities.

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4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Labour & Human Rights Policy of the company which includes equal opportunity policy. Weblink: <https://innovacaptab.com/PDF/Labour%20&%20Human%20Rights%20Policy.pdf>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

| Gender | Permanent Employees | | Permanent Workers | |
|--------------|---------------------|----------------|---------------------|----------------|
| | Return to Work Rate | Retention Rate | Return to Work Rate | Retention Rate |
| Male | - | - | - | - |
| Female* | 100% | 100% | - | - |
| Total | 100% | 100% | - | - |

Note: While calculating the retention rate for the year, the Company has considered those women employees who joined back in the year 2022-23 after their maternity leave and have completed one year of service during the year 2023-24.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers? If Yes, give details of the mechanism in brief:

| | If Yes, then give details of the mechanism in brief |
|---------------------------------------|---|
| Permanent Workers | We have whistle blower policy in place that provides a mechanism for employees of the Company to raise concerns on any violations of legal or regulatory requirements, incorrect or misrepresentation of any financial statements and reports, etc. The complaint can be made to cs_icl@innovacaptab.com . The Company also has Internal Complaint Committee for handling the grievances arising from sexual harassment at the workplace, thereby adhering to the Prevention of Sexual Harassment Act. Employees can file any complaints/grievances related to sexual harassment at ghr@innovacaptab.com . |
| Other than Permanent Workers | |
| Permanent Employees | |
| Other than Permanent Employees | |

7. Membership of employees and worker in association(s) or unions recognised by the listed entity:

No such associations/ unions are in existence, the Company does not discriminate against employees/ workers who participate in associations/ unions.

8. Details of training given to employees and workers:

| | FY 2024 | | | | | FY 2023 | | | | |
|------------------|-----------|----------------------------|-----------|-------------------|-----------|-----------|----------------------------|---------|-------------------|-----------|
| | Total (A) | Health and safety measures | | Skill upgradation | | Total (D) | Health and safety measures | | Skill upgradation | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E/D) | No. (F) | % (F / D) |
| Employees | | | | | | | | | | |
| Male | 503 | 503 | 100% | 503 | 100% | 482 | 482 | 100% | 482 | 100% |
| Female | 49 | 49 | 100% | 49 | 100% | 52 | 52 | 100% | 52 | 100% |
| Total | 552 | 552 | 100% | 552 | 100% | 534 | 534 | 100% | 534 | 100% |
| Workers | | | | | | | | | | |
| Male | 700 | 700 | 100% | 700 | 100% | 743 | 743 | 100% | 743 | 100% |
| Female | 0 | 0 | - | 0 | - | 0 | 0 | - | 0 | - |
| Total | 700 | 700 | 100% | 700 | 100% | 743 | 743 | 100% | 743 | 100% |

9. Details of performance and career development reviews of employees and worker

| | FY 2024 | | | FY 2023 | | |
|------------------|-----------|---------|-----------|-----------|---------|-----------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 503 | 503 | 100% | 482 | 482 | 100% |
| Female | 49 | 49 | 100% | 52 | 52 | 100% |
| Total | 552 | 552 | 100% | 534 | 534 | 100% |
| Workers | | | | | | |
| Male | 700 | 700 | 100% | 743 | 743 | 100% |
| Female | 0 | 0 | - | 0 | 0 | - |
| Total | 700 | 700 | 100% | 743 | 743 | 100% |

Business Responsibility & Sustainability Report (Contd.)

10. Health and safety management system:

a) Whether an occupational health and safety management system has been implemented by the entity? If Yes, the coverage such system?

Yes, the Company has implemented Environment, Health & Social (EHS) Policy which is applicable to all our manufacturing facilities, R&D facilities & subsidiaries. The Company ensures a safe and healthy work environment, actively takes steps to ensure there are no accidents or incidents.

b) What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

We believe that accidents and occupational health hazards can be significantly reduced through a systematic analysis and control of risks and by providing appropriate training to our management and our employees. We strive to manage the potential risks associated by implementing our health and safety policy which is aimed at providing a safe and establish sound work practices in manufacturing operations and equipment selection and maintenance with a focus on continual improvements of processes and products to prevent pollution and accidents.

c) Whether you have processes for workers to report the work related hazards and to remove themselves from such risks

Yes, the Company has Standard Operating Procedures (SOP) for employees & workers to report on work related hazards and mitigation steps.

d) Do the employees / worker of the entity have access to non-occupational medical and healthcare services?

Yes

11. Details of safety related incidents:

| Safety Incident / Number | Category* | FY 2024 | FY 2023 |
|--|-----------|---------|---------|
| Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| Total recordable work-related injuries | Employees | 0 | 0 |
| | Workers | 4 | 6 |
| No. of fatalities | Employees | 0 | 0 |
| | Workers | 0 | 0 |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | 0 | 0 |
| | Workers | 0 | 0 |

*Including in the contract workforce

12. Describe the measures taken by the entity to ensure a safe and healthy workplace

We prioritize the health and safety of our employees and undertake several initiatives to promote employee health and quality of life. We have adopted a health and safety policy in this regard. We work to ensure a safe and healthy workplace and provide our employees with the benefits, resources and flexibility to maintain and improve their wellness.

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

| | FY 2024 | | | FY 2023 | | |
|--------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | Nil | Nil | - | Nil | Nil | - |
| Health and Safety | | | | | | |

14. Assessments for the year

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|-----------------------------|--|
| Health and safety practices | 100% of the locations are audited internally by the entity |
| Working Conditions | |

Business Responsibility & Sustainability Report (Contd.)

15. Provide details of any corrective action taken or underway to address safety-related incidents and on significant risks / concerns arising from assessments of health and safety practices and working conditions.

There have been no adverse findings from the assessments undertaken for the reporting year and hence no corrective action undertaken on the above-mentioned parameters.

SECTION C: PRINCIPLE 4

Businesses should respect the interests of and be responsive to all its stakeholders.

Essential Indicators**1. Describe the processes for identifying key stakeholder groups of the entity.**

We engage with a broad range of stakeholders in its day-to-day business. The key stakeholders identified by the Company are Investors/shareholders, employees, regulators, suppliers/vendors, community, customer. Stakeholder engagement also helps to manage risks and opportunities in business operations.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

| Stakeholder Group | Whether identified as vulnerable and marginalized group | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (annually / half yearly / quarterly / others) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|---------------------------|---|---|---|--|
| 1 Employees | No | - Email - Employee training - In person meetings - Employee recognition | Ongoing | Employee wellbeing and satisfaction is an integral part of the Company's growth. The key areas of interest for employees are: Employee Training, Growth & development, Employee recognition, no discrimination. |
| 2 Investors/ Shareholders | No | - Investor meetings - Annual Reports - Earning Calls - Emails - Updates on company websites | Need based | Investors/ Shareholders form an integral part of the stakeholder group, influencing the decisions of the Company. The key areas of interest for the investors/ shareholders are: Corporate Governance, Transparency in Disclosures, Regulatory Compliance etc. |
| 3 Suppliers/ Vendors | No | - Email - Audits - Virtual Meetings - In-person Meetings | Need based | The key areas of engagement with the suppliers are: Timely supply of materials as prescribed, timely payments and adherence to specifications. |
| 4 Customer | No | - Email - Audits - Virtual Meetings - In-person Meetings | Need based | Customers form a vital part of the Company's stakeholder group. The key areas of interest for Customer are: Product quality, timely delivery as per agreed specifications, access and pricing. |
| 5 Regulator | No | - Email - Helpdesk - In person Meetings/ Visiting offices - Statutory Submissions/ Acknowledgements | Need based | The key area of interests for the regulators is: Regulatory compliance. |
| 6 Community | No | - Engagement through NGO/Charitable trusts - In-person Meetings - Virtual mode | Ongoing | The key areas of interest for community are: Community development programs with a focus on health, education, sanitation etc & prioritize hiring individuals from the local area to meet our manpower requirements whenever feasible. Further, engaging with NGOs streamline our CSR activities of the company. |

SECTION C: PRINCIPLE 5

Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity:

| | FY 2024 | | | FY 2023 | | |
|------------------------|-----------|--|-----------|-----------|--|-----------|
| | Total (A) | No. of employees / workers covered (B) | % (B / A) | Total (C) | No. of employees / workers covered (D) | % (D / C) |
| Employees | | | | | | |
| Permanent | 552 | 552 | 100% | 534 | 534 | 100% |
| Other than permanent | - | - | - | - | - | - |
| Total Employees | 552 | 552 | 100% | 534 | 534 | 100% |
| Workers | | | | | | |
| Permanent | 700 | 700 | 100% | 743 | 743 | 100% |
| Other than permanent | - | - | - | - | - | - |
| Total Workers | 700 | 700 | 100% | 743 | 743 | 100% |

2. Details of minimum wages paid to employees and workers:

| | FY 2024 | | | | | FY 2023 | | | | |
|-----------------------------|-----------|-----------------------|-----------|----------------------------|-----------|-----------|-----------------------|-----------|------------------------|-----------|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage (C) | | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | (B) | % (B / A) | (C) | % (C / A) | | (B) | % (B / A) | (C) | % (C / A) |
| Employees | | | | | | | | | | |
| Permanent | 552 | 0 | - | 552 | 100% | 534 | 0 | - | 534 | 100% |
| Male | 503 | 0 | - | 503 | 100% | 482 | 0 | - | 482 | 100% |
| Female | 49 | 0 | - | 49 | 100% | 52 | 0 | - | 52 | 100% |
| Other than Permanent | 0 | 0 | - | 0 | - | 0 | 0 | - | 0 | - |
| Male | 0 | 0 | - | 0 | - | 0 | 0 | - | 0 | - |
| Female | 0 | 0 | - | 0 | - | 0 | 0 | - | 0 | - |
| Workers | | | | | | | | | | |
| Permanent | 700 | 73 | 10% | 627 | 90% | 743 | 236 | 32% | 507 | 68% |
| Male | 700 | 73 | 10% | 627 | 90% | 743 | 236 | 32% | 507 | 68% |
| Female | 0 | 0 | - | 0 | - | 0 | 0 | - | 0 | - |
| Other than Permanent | 0 | 0 | - | 0 | - | 0 | 0 | - | 0 | - |
| Male | 0 | 0 | - | 0 | - | 0 | 0 | - | 0 | - |
| Female | 0 | 0 | - | 0 | - | 0 | 0 | - | 0 | - |

3. Details of remuneration / salary / wages:

Median remuneration / wages:

| | Male | | Female | |
|----------------------------------|--------|---|--------|---|
| | Number | Median remuneration / salary / wages of respective category | Number | Median remuneration / salary / wages of respective category |
| Board of Directors (BoD) | 6 | 1,487,600 | 1 | 810,000 |
| Key Managerial Personnel | 2 | 1,248,032 | 1 | 657,008 |
| Employees other than BoD and KMP | 678* | 208,150 | 72* | 192,833 |
| Workers | 929* | 135,450 | 0 | Nil |

* Employees & workers count reflect those employed during the year.

Business Responsibility & Sustainability Report (Contd.)

4. Do you have a focal point (Individual / Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the HR representative nominated by the management, governed by Labour & Human Rights Policy, is responsible for addressing human rights impacts.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

We have Labour & Human Rights Policy which encourage our employees to address or report internal & external issues in line with internal reporting procedures. The weblink of Labour & Human Rights Policy: <https://innovacaptab.com/PDF/Labour%20&%20Human%20Rights%20Policy.pdf>

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

| | FY 2024 | | | FY 2023 | | |
|------------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Sexual Harassment | Nil | Nil | - | Nil | Nil | - |
| Discrimination at workplace | | | | | | |
| Child Labour | | | | | | |
| Forced Labour / Involuntary Labour | | | | | | |
| Wages | | | | | | |
| Other human rights related issues | | | | | | |

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

| | FY 2024 | FY 2023 |
|---|---------|---------|
| Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH) | Nil | Nil |
| Complaints on POSH as a % of female employees / workers | | |
| Complaints on POSH upheld | | |

8. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company has zero tolerance for sexual harassment at workplace and has adopted a Policy on Prevention, Prohibition and Redressal of Sexual Harassment at Workplace in line with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and the Rules thereunder, to redress complaints received regarding sexual harassment.

9. Do human rights requirements form part of your business agreements and contracts?

Yes, Human Rights requirements form part of the Company's business agreements.

10. Assessments for the year:

| | % of plants and offices that were assessed |
|-----------------------------|---|
| Child labour | 100% of the locations are audited internally by the entity. |
| Forced / involuntary labour | |
| Sexual harassment | |
| Discrimination at workplace | |
| Wages | |
| Others – please specify | |

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 10 above.

Not applicable.

BRSR SECTION C: PRINCIPLE 6

Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity:

| Parameter | FY 2024 | FY 2023 |
|--|------------|------------|
| From renewable sources | | |
| Total electricity consumption (A) | - | - |
| Total fuel consumption (B) | - | - |
| Energy consumption through other sources (C) | 24,218,429 | 25,410,920 |
| Total energy consumed from renewable source (A+B+C) (in Mega Joules) | 24,218,429 | 25,410,920 |
| From non-renewable sources | | |
| Total electricity consumption (D) | 45,080,982 | 43,566,336 |
| Total fuel consumption (E) | 9,576,000 | 5,905,200 |
| Energy consumption through other sources (F) | | |
| Total energy consumed from non-renewable sources (D+E+F) (in Mega Joules) | 54,656,982 | 49,471,536 |
| Total energy consumed (A+B+C+D+E+F) (in Mega Joules) | 78,875,411 | 74,882,456 |
| Energy intensity per rupee of turnover (Total energy consumption in Mega Joule/Revenue from operations) | 0.00912 | 0.00872 |
| Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) | - | - |
| Energy intensity in terms of physical output | - | - |
| Energy intensity (optional) – the relevant metric may be selected by the entity | - | - |
| Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency. | No | |

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? If Yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken.

No, the Company is not identified as a designated consumer under the Performance Achieve and Trade (PAT) Scheme of the Government of India.

3. Provide details of the following disclosures related to water:

| Parameter | FY 2024 | FY 2023 |
|---|---------|---------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | 0 | 0 |
| (ii) Groundwater | 129,143 | 104,760 |
| (iii) Third party water | 0 | 0 |
| (iv) Seawater / desalinated water | 0 | 0 |
| (v) Others | 0 | 0 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 129,143 | 104,760 |
| Total volume of water consumption (in kilolitres) | 129,143 | 104,760 |
| Water intensity per rupee of turnover (Water Consumed in litre / Revenue from operations) | 0.015 | 0.012 |
| Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP) | - | - |
| Water intensity in terms of physical output | - | - |
| Water intensity (optional) – the relevant metric may be selected by the entity | | |
| Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency. | No | |

Business Responsibility & Sustainability Report (Contd.)

4. Provide the following details related to water discharged:

The Company has an effluent treatment plant. This process has been designed to manage wastewater economically and produce clean water suitable for reuse in gardening, cooling towers and in washrooms. We also take care to optimise our water consumption through the following strategies: Installing flow meters for regular monitoring of consumption of water. Recharging of ground water source / borewell by rainwater harvesting.

| | FY 2024 | FY 2023 |
|--|---------------|---------------|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To surface water | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (ii) To groundwater | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (iii) To seawater | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| (iv) Sent to third-parties | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | 15,972 | 15,341 |
| (v) Others | - | - |
| - No treatment | - | - |
| - With treatment – please specify level of treatment | - | - |
| Total water discharged (in kilolitres) | 15,972 | 15,341 |
| Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If Yes, name of the external agency | | No |

5. Has the entity implemented a mechanism for Zero Liquid Discharge? If Yes, provide details of its coverage and implementation.

Currently, we have no mechanism for zero liquid discharge. All the manufacturing units has an effluent treatment plant to manage wastewater and produce clean water suitable for reuse in gardening, cooling towers and in washrooms.

6. Please provide details of air emissions (other than GHG emissions) by the entity.

| Parameter | Unit | FY 2024 | FY 2023 |
|---|-------------------|---|---------|
| NOx | µg/m ³ | 11 | 14 |
| Sox | µg/m ³ | 9 | 9 |
| Particulate matter (PM-10) | µg/m ³ | 72 | 85 |
| Particulate matter (PM-2.5) | µg/m ³ | 31 | 30 |
| Persistent organic pollutants (POP) | NA | Nil | Nil |
| Volatile organic compounds (VOC) | NA | Nil | Nil |
| Hazardous air pollutants (HAP) | NA | Nil | Nil |
| Others – please specify | NA | Nil | Nil |
| Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency | | Shivalik Solid Waste Management Limited | |

Business Responsibility & Sustainability Report (Contd.)

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity:

| Parameter | Unit | FY 2024 | FY 2023 |
|--|--|-----------|----------|
| Total Scope 1 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available) | Metric tonnes of CO ₂ equivalent | 611.04 | 376.81 |
| Total Scope 2 emissions (Break-up of the GHG into CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, if available) | Metric tonnes of CO ₂ equivalent | 10,143.22 | 9,802.43 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover (Total Scope 1 and Scope 2 GHG emission (In Kg) / Revenue from operations) | | 0.00124 | 0.00119 |
| Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP) | | - | - |
| Total Scope 1 and Scope 2 emission intensity in terms of physical output | | - | - |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | CO ₂ equivalent/ Metric tonnes | - | - |
| Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? If yes, name of the external agency. | No | | |

8. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

The Company is committed to continuously improve energy performance and conserve energy in its various operations along with reducing GHG emissions.

Major projects related to reducing GHG emission are listed below:

- In our manufacturing facility, we have changed boiler fuel from diesel to Agro Waste Briquettes.
- Installation of Heat Pump to generate hot water for HVAC purpose which has resulted in reduction in electricity consumption.
- Installation of VFD (Variable Frequency Drives) in various pumps and blowers to reduce electricity consumption.
- Collection of all condensate water to re-feed to boiler which in turn reduces the water makeup of the boiler and fuel consumption.

9. Provide details related to waste management by the entity:

| | FY 2024 | FY 2023 |
|---|----------|----------|
| Total waste generated (in metric tonnes) | | |
| <i>Plastic waste (A)</i> | 30.33 | 28.60 |
| <i>E-waste (B)</i> | - | - |
| <i>Bio-medical waste (C)</i> | - | - |
| <i>Construction and demolition waste (D)</i> | - | - |
| <i>Battery waste (E)</i> | - | - |
| <i>Radioactive waste (F)</i> | - | - |
| <i>Other hazardous waste. Please specify, if any. (G)</i> | - | - |
| <i>Other non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)</i> | - | - |
| Total (A+B + C + D + E + F + G + H) | 30.33 | 28.60 |
| Waste intensity per rupee of turnover (Total waste generated in Kg / Revenue from operations) | 0.000004 | 0.000003 |
| Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) | - | - |

Business Responsibility & Sustainability Report (Contd.)

| | FY 2024 | FY 2023 |
|---|---------|---------|
| Waste intensity in terms of physical output | - | - |
| Waste intensity (optional) – the relevant metric may be selected by the entity | - | - |
| For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes) | | |
| Category of waste | | |
| (i) Recycled | - | - |
| (ii) Re-used | - | - |
| (iii) Other recovery operations | - | - |
| Total | - | - |
| For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes) | | |
| Category of waste | | |
| (i) Incineration | - | - |
| (ii) Landfilling | - | - |
| (iii) Other disposal operations | - | - |
| Total | - | - |
| Indicate if any independent assessment / evaluation / assurance has been carried out by an external agency? If Yes, name of the external agency. | No | |

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

We incorporate a waste management practices towards waste minimization, segregation and safe disposal.

11. If the entity has operations / offices in / around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details:

| Location of operations/offices | Type of operations | Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|---|--------------------|---|
| Not applicable. None of our Plant is at any ecologically sensitive areas. | | |

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

| Name and brief details of project | EIA Notification No. | Date | Whether conducted by independent external agency | Results communicated in public domain | Relevant web link |
|---|----------------------|------|--|---------------------------------------|-------------------|
| Requirement for carrying out environmental impact assessment did not arise during the current financial year. | | | | | |

13. Is the entity compliant with the applicable environmental law / regulations / guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder. If not, provide details of all such non-compliances:

| Specify the law / regulation / guidelines which was not complied with | Provide details of the noncompliance | Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken, if any |
|---|--------------------------------------|---|---------------------------------|
| Yes, we are complaint with all applicable environmental laws/ regulations/ guidelines in India. We had no major non-compliances for FY 2024. | | | |

SECTION C: PRINCIPLE 7

Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1a. Number of affiliations with trade and industry chambers / associations.

The company is a member of five trade and industry chambers/ associations.

1b. List the top 10 trade and industry chambers / associations (determined based on the total members of such body) the entity is a member of / affiliated to:

| Sr No | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations |
|-------|--|--|
| 1 | Pharmaceuticals Export Promotion Council of India (Pharmexcil) | National |
| 2 | PHD Chamber of Commerce of Commerce and Industry | National |
| 3 | Himachal Drugs Manufacturers Association | National |
| 4 | Federation of Pharma Entrepreneurs | National |
| 5 | Baddi Barotiwala Nalagarh Association | National |

2. Provide details of corrective action taken or underway on any issues related to anticompetitive conduct by the entity, based on adverse orders from regulatory authorities.

| Name of authority | Brief of the case | Corrective action taken |
|---|-------------------|-------------------------|
| No such instance during the financial year. | | |

SECTION C: PRINCIPLE 8

Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

| Name and brief details of project | SIA Notification No | Date of notification | Whether conducted by independent external agency | Results communicated in public domain | Relevant Web link |
|--|---------------------|----------------------|--|---------------------------------------|-------------------|
| The Company did not undertake any Social Impact Assessments of projects. | | | | | |

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity.

| Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In INR) |
|--|-------|----------|---|--------------------------|---|
| Nil | | | | | |

3. Describe the mechanisms to receive and redress grievances of the community.

The communities can raise their grievances as per the mechanism provided in our Whistle Blower & Vigil Mechanism available on our website of the Company.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

| | FY 2024 | FY 2023 |
|--|---------|---------|
| Directly sourced from MSMEs/ small producers | 0.32% | 0.43% |
| Directly from within India | 95.55% | 91.80% |

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost

| Location | FY 2024 | FY 2023 |
|--------------|---------|---------|
| Rural | - | - |
| Semi-urban | - | - |
| Urban | - | - |
| Metropolitan | - | - |

Business Responsibility & Sustainability Report (Contd.)

SECTION C: PRINCIPLE 9

Businesses should engage with and provide value to their consumers in a responsible manner.

Essential Indicators**1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

We have standard procedure of dealing with all such consumer complaints in a time bound manner. For handling market complaints from Regulated markets, Standard Operating Procedures are in place through Quality Assurance department. Once a product quality complaint is received by the Company, it is acknowledged, and an assessment is undertaken to identify the nature and severity of complaint. Along with the initial evaluation, a follow-up is initiated for requesting the complaint sample and any additional information to facilitate the assessment and the investigation. A remedial action plan is launched after the investigation is completed and the root cause is determined. A complaint summary report is also prepared at the same time. The complaint is finally closed after a final risk assessment is completed and a response is delivered to the complainant.

2. Turnover of products and / services as a percentage of turnover from all products / service that carry information about:

| | As a percentage to total turnover |
|---|-----------------------------------|
| Environmental and social parameters relevant to the product | Not applicable |
| Safe and responsible usage | 100% |
| Recycling and / or safe disposal | Not applicable |

3. Number of consumer complaints in respect of the following:

| | FY 2024 | | | FY 2023 | | |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | | | | | | |
| Advertising | | | | | | |
| Cyber-security | | | | | | |
| Delivery of essential services | | Nil | | | Nil | |
| Restrictive trade practice | | | | | | |
| Unfair trade practices | | | | | | |
| Other | | | | | | |

4. Details of instances of product recalls on account of safety issues:

| | Number | Reasons for recall |
|-------------------|--------|--------------------|
| Voluntary recalls | Nil | NA |
| Forced recalls | Nil | NA |

5. Does the entity have a framework / policy on cyber security and risks related to data privacy? (Yes / No) If available, provide a web-link of the policy.

Yes, Weblink of the Policy of Cybersecurity- <https://innovacaptab.com/PDF/Cyber%20Security%20Policy.pdf>

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

No such incidents were reported during the reporting period.

7. Provide the following information relating to data breaches:

- Number of instances of data breaches Nil
- Percentage of data breaches involving personally identifiable information of customers: Nil
- Impact, if any, of the data breaches: Not applicable