

Sustainability Data Sheet 2024



Category	Metric	SDGs (Linked)	Unit	2024 Goal	2024 Actual	2023 Actual
 Environmental	Total GHG Emissions (Scope 1 & 2)	13	tCO ₂ e ¹	< 4,450	4,790	4,728
	Scope 1 Emissions	13	tCO ₂ e ¹	< 2,780	2,782	2,957
	Scope 2 Emissions	13	tCO ₂ e ¹	< 1,670	2,008	1,771
	Carbon Intensity (Scope 1 & 2) ²	13	tCO ₂ e ¹	< 10.34	12.61	11.00
	Electricity consumption	13	MWh	< 7,850	8,962	8,350
	% Renewable (Solar, Wind, Water) ³	7	%	> 42%	40%	41%
	Scope 3 Emissions	13	tCO ₂ e ¹	< 174,000	195,159	183,459
	Water consumption	12	KL	< 58,000	63,671	58,821
	Water recycled or reused	12	%	> 5%	2.9%	3.1%
	Total Waste generated	12	MT	< 1,440	2,540	1,477
	Hazardous Waste	12	MT	< 820	559	844
	Non-Hazardous Waste	12	MT	< 620	1,981	633
 Social	Lost Time Incident Rate (LTIR)	8	Nos	< 0.66	-	0.73
	Total Recordable Incident Rate (TRIR)	8	Nos	< 1.63	0.51	1.81
	# Days Lost	8	Nos	Zero	-	205
	Life-Altering Incidents	8	Nos	Zero	-	-
	Fatalities	8	Nos	Zero	-	-
	Employee Training on Health & Safety	8	%	> 90%	90%	66%
	Employee Turnover Rate ⁴	8	%	< 19%	22.3%	21.7%
	Average Hours of Training per Employee ⁵	8	Hours	> 20	12.1	17.4
	Employee Satisfaction Index (Scale of 5)	8	Scale	5.00	n/a	3.87
	Gender Diversity (% Women) - All	5	%	> 40%	35.6%	34.1%
	Gender Diversity (% Women) - Top Mgmt	5	%	> 20%	9.1%	0.0%
	Gender Diversity (% Women) - Board	5	%	> 20%	16.7%	16.7%
	Child Labor Incidents	8	Nos	Zero	-	-
	Forced Labor Incidents	8	Nos	Zero	-	1 of 2

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Category	Metric	SDGs (Linked)	Unit	2024 Goal	2024 Actual	2023 Actual
 Governance	Employee Training on Anti-Corruption	16	%	> 95%	95%	95.0%
	Corruption Incidents	16	Nos	Zero	-	-
	Whistleblower Incidents	16	Nos	Zero	-	-
	Employee Training on Cyber Security	16	%	> 95%	95%	94%
	Cyber Security Incidents	16	Nos	Zero	-	2
 Sustainable Procurement	Suppliers with MSA/Contract (Sustainability)	17	Nos	> 125	103	102
	Suppliers MSA/Contract Spend Coverage	17	%	> 70%	51%	49%
	Suppliers with Code of Conduct	17	Nos	> 500	506	452
	Suppliers Covered by EcoVadis Rating ⁶	17	Nos	> 125	100	99
	Suppliers CSR Assessment complete	17	Nos	> 100	105	74
	Suppliers Assessment Spend Coverage	17	%	> 70%	60%	52%
	Suppliers On-Site Audit complete	17	Nos	> 30	20	35
	Buyers trained on Sustainable Procurement	17	Nos	100%	100%	100%

Notes:

Data represents Actylis global operations.

GHG emission reduction goals are set in line with the Paris Agreement - 1.5° C.

1. **tCO2e** - Tons of CO2 equivalent (a normalized GHG emissions or carbon footprint metrics).
2. GHG (Scope 1 & 2) emissions intensity per million \$ of revenue
3. All manufacturing sites use Green Electricity to varying degree.
4. Employee Turnover Rate target based on Life Sciences industry average at 19%.
5. Training Hours (Learning & Development) are for Actylis-Ahmedabad, the largest site with 33% of total employees.
6. Suppliers Covered by EcoVadis Rating - Top 95% Spend suppliers of 2023.