





# Sustainability Data Sheet 2025



Category	Metric	SDGs (Linked)	Unit	2025 Goal	2025 Actual	2024 Actual
 Environmental	Total GHG Emissions (Scope 1 & 2)	13	tCO <sub>2</sub> e <sup>1</sup>	< 4,550	4,960	4,790
	Scope 1 Emissions	13	tCO <sub>2</sub> e <sup>1</sup>	< 2,640	3,194	2,782
	Scope 2 Emissions	13	tCO <sub>2</sub> e <sup>1</sup>	< 1,900	1,766	2,008
	Carbon Intensity (Scope 1 & 2) <sup>2</sup>	13	tCO <sub>2</sub> e <sup>1</sup>	< 11.60	10.78	12.28
	Electricity consumption	13	MWh	< 8,500	8,341	8,962
	% Renewable (Solar, Wind, Water) <sup>3</sup>	7	%	> 42%	42%	40%
	Scope 3 Emissions <sup>4</sup>	13	tCO <sub>2</sub> e <sup>1</sup>	< 180,000	220,688	183,255
	Carbon Intensity (Scope 3) <sup>2</sup>	13	tCO <sub>2</sub> e <sup>1</sup>	< 450	480	470
	Water consumption	12	KL	< 62,000	64,879	63,671
	Water recycled or reused	12	%	> 5%	2.8%	2.9%
	Total Waste generated	12	MT	< 2,400	1,992	2,540
	Hazardous Waste	12	MT	< 530	1,364	559
	Non-Hazardous Waste	12	MT	< 1880	628	1,981
 Social	Lost Time Incident Rate (LTIR)	8	Nos	< 1.12	1.35	-
	Total Recordable Incident Rate (TRIR)	8	Nos	< 1.47	2.69	0.51
	# Days Lost	8	Nos	Zero	248	-
	Life-Altering Incidents	8	Nos	Zero	-	-
	Fatalities	8	Nos	Zero	-	-
	Employee Training on Health & Safety	8	%	> 90%	91%	90%
	Employee Turnover Rate <sup>5</sup>	8	%	< 19%	16.1%	22.3%
	Average Hours of Training per Employee <sup>6</sup>	8	Hours	> 20	9.3	12.1
	Employee Satisfaction Index (Scale of 5)	8	Scale	5.00	3.86	n/a
	Gender Diversity (% Women) - All	5	%	> 40%	35.8%	35.6%
	Gender Diversity (% Women) - Top Mgmt	5	%	> 20%	11.1%	9.1%
	Gender Diversity (% Women) - Board	5	%	> 20%	16.7%	16.7%
	Child Labor Incidents	8	Nos	Zero	-	-
Forced Labor Incidents	8	Nos	Zero	-	-	

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Category	Metric	SDGs (Linked)	Unit	2025 Goal	2025 Actual	2024 Actual
 <b>Governance</b>	Employee Training on Anti-Corruption	16	%	> 95%	96.0%	95.0%
	Corruption Incidents	16	Nos	Zero	-	-
	Whistleblower Incidents	16	Nos	Zero	-	-
	Employee Training on Cyber Security	16	%	> 95%	99.0%	95.0%
	Cyber Security Incidents	16	Nos	Zero	-	-
 <b>Sustainable Procurement</b>	Suppliers with MSA/Contract (Sustainability)	17	Nos	> 125	103	103
	Suppliers MSA/Contract Spend Coverage	17	%	> 70%	51%	51%
	Suppliers with Code of Conduct	17	Nos	> 500	582	506
	Suppliers Covered by EcoVadis Rating <sup>7</sup>	17	Nos	> 125	84	100
	Suppliers CSR Assessment complete	17	Nos	> 100	120	105
	Suppliers Assessment Spend Coverage	17	%	> 70%	55%	60%
	Suppliers On-Site Audit complete	17	Nos	> 30	31	20
	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 and approved by SBTi.

**Near Term SBTi Commitment - Reduce absolute scope 1 and 2 GHG emissions 63.0% by 2035 from a 2024 base year and reduce absolute scope 3 GHG emissions 37.5% during the same timeframe.**

1. **tCO<sub>2</sub>e** - Tons of CO<sub>2</sub> equivalent (a normalized GHG emissions or carbon footprint metrics).
2. GHG (Scope 1, 2 & 3) emissions intensity per million \$ of revenue.
3. All manufacturing sites use Green Electricity to varying degree.
4. Total Scope 3 emissions (Purchased Goods & Services) increased significantly due to the acquisition of Pharm-Rx.
5. Employee Turnover Rate target based on Life Sciences industry average at 19%.
6. Training Hours (Learning & Development) are for Actylis-Ahmedabad, the largest site with 33% of total employees.
7. Suppliers Covered by EcoVadis Rating - Top 95% Spend suppliers of 2024.