ENVIRONMENTAL · SOCIAL · GOVERNANCE

ESG KPI Roadmap *2030*

EMBIO LTD 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. We aim to surpass basic requirements of information disclosure and regulatory compliance by embracing sustainable practices — benefiting our employees, customers, suppliers, investors, partners, and shareholders, and contributing to the betterment of society.

In 2025, a materiality assessment was conducted based on Global Reporting Initiative (GRI) Principles to identify key sustainability priorities. The ESG KPI Roadmap is prepared, monitored, and reported in accordance with the GRI Universal Standards 2021, ensuring a structured and transparent approach to measuring and reporting sustainability performance.

01 PROGRESS AT A GLANCE

A snapshot of where the roadmap is ahead of pace.

ENVIRONMENTAL

1,987 → 1,115 t

Hazardous waste, 2022 baseline vs. 2025 actual

Hazardous waste has fallen every year since the 2022 baseline of 1,987 t to 1,115 t in 2025 — already below the 2030 target of 1,789 t.

SOCIAL

4% → 7%

Women in the workforce, 2022 → 2025

Women's share of the workforce has almost doubled since 2022 and is tracking toward the 15% target for 2030, with hiring practices now embedded across the site.

GOVERNANCE

0% → 100%

Suppliers evaluated for ESG performance, 2022 → 2023

Supplier ESG screening scaled from zero to full coverage within a single reporting year and has held there since — the 2030 target has already been met.

02 RESPONSIBILITIES

The Environment and Safety Head tracks and updates the Environmental KPIs monthly and quarterly, reporting progress to Management.

The Human Resource Head tracks and updates the Social and Governance KPIs monthly and quarterly, reporting progress to Management.

The Procurement Head tracks and updates the Sustainable Procurement KPIs monthly and quarterly, reporting progress to Management.

03 LOCATION

The following site was covered in collecting data and preparing the ESG KPI Roadmap.

SR. NO.	NAME OF SITE	ADDRESS
1	**Embio Ltd**	Corporate: 501, Sentinel, 5th Floor, Central Avenue Road, Hiranandani Gardens, Powai, 400076, Mumbai, Maharashtra, India Site: E-21, E-22/1/2/3, E-23-1/2/3 MIDC Industrial Estate, Mahad – 402 309, Dist. Raigad, Maharashtra, India

04 PERIOD OF REVIEW

The KPIs outlined in this document undergo systematic review to ensure alignment with strategic goals and operational efficiency, conducted on a monthly and quarterly basis.

Cumulative progress is evaluated and statuses updated accordingly, providing a comprehensive understanding of progress and identifying areas requiring focus. The current review cycle aligns with annual target completion deadline of 31 December 2030.

05 STANDARDS FOLLOWED

EMBIO LTD evaluates, monitors, and reports data in accordance with the GRI Universal Standards 2021 and the Greenhouse Gas Protocol, aligning sustainability metrics with the world's most widely recognized transparency and accountability frameworks. Each pillar below maps to its primary GRI disclosures.

ENVIRONMENTAL

Primary GRI Standards

301 · 302 · 303 · 304 · 305 · 306 · 417

Covers GHG emissions and intensity, energy and renewables, water withdrawal and recycling, waste diversion and recovery, biodiversity, and end-of-life product stewardship.

SOCIAL

Primary GRI Standards

202 · 401 · 403 · 404 · 405 · 406 · 408 · 409 · 412 · 413

Covers labour rights, minimum-wage and pay equity, workplace health and safety, training and career development, gender diversity, human-rights due diligence, and community investment.

GOVERNANCE

Primary GRI Standards

205 · 307 · 308 · 404 · 414 · 416 · 418

Covers anti-corruption controls, data protection, supplier ESG and CSR screening, customer health and safety, collective-bargaining compliance, and ethics training.

06 ENVIRONMENTAL

Environmental stewardship is central to how EMBIO LTD operates its Mahad manufacturing site. Our KPIs span greenhouse gas emissions across all three scopes, energy use and the transition to renewable sources, water withdrawal and treatment, air and noise quality around the plant boundary, biodiversity conservation, waste generation and recovery, and the environmental footprint of our products from sourcing through end of life. Each metric is measured against a 2022 baseline and tracked annually toward a defined 2030 target, giving Management a clear, auditable view of where performance is improving and where additional investment or corrective action is required. This year-on-year discipline allows us to identify emerging risks early — whether in resource intensity, regulatory compliance, or supply chain sustainability — and to adjust operational practices well ahead of the 2030 deadline.

ESG Area	KPI	2022 (Baseline)	2023 (Actual)	2024 (Actual)	2025 (Actual)	Jan–Jun 2026 (Actual)	2030 Target
Greenhouse Gas (GHG)	Gross Scope 1 GHG Emission (tCO2eq)	25442.00	21499.44	24607.26	29,544.69	13,228.72	**24,933.16 (2% reduction)**
	Gross location-based Scope 2 GHG Emission (tCO2eq)	5,447.92	7,017.48	8,210.64	7674.19	3826.09	**5,284.48 (3% reduction)**
	Gross market-based Scope 2 GHG Emission (tCO2eq)	-----	-----	-----	5,714.75 (Baseline)	2,380.85	**5600.45 (2% reduction)**
	Gross Scope 3 GHG Emission (tCO2eq)	3001.52	5748.77	4853.35	23,331.01	9,227.17	**2971.5 (1% reduction)**
	Gross Scope 3 Downstream GHG Emission (tCO2eq)	1681.44	4634.08	3712.47	9,978.71	2,916.66	**1261.08**
	Gross Scope 3 Upstream GHG Emission (tCO2eq)	483.77	324.09	376.35	298.56	244.28	**362.82**
	GHG Emission Intensity (Scope 1 + Scope 2) (tCO2eq / Revenue (in Cr.)	200.44	140.62	187.75	115.10	95.33	**190.41 (5% reduction)**
	People Trained on GHG	24	50	190	250	160	**100% (All Employees)**
Environmental Complaints	# of Complaints	NIL	NIL	NIL	NIL	NIL	**NIL**
Energy	Total Energy consumed from electricity (in KWH)	13,589,420	13,616,290	14,291,480	17,442,739	8,813,658	**13,317,631.6**
	Total Renewable Energy Consumption (kwh)	4,624,610	2,068,670	2,824,100	8,617,770	4,979,856	**17,770,610(20% of total energy)**
	Total energy consumption (in GJ)	323,102.16	280,153.75	315,794.01	369,932.99	172,423.53	**319,870.98**
	Energy Intensity (KWH/Revenue (in	88,180.00	67,144.78	81,763.72	53,943.83	49,263.08	**82,007.40 (7% reduction)**

ESG Area	KPI	2022 (Baseline)	2023 (Actual)	2024 (Actual)	2025 (Actual)	Jan–Jun 2026 (Actual)	2030 Target
	Cr.)						
	People Trained on Energy Efficiency	80	95	100	100	100	100% Employees
Water	Total Water consumption (in Kilo Litres / Year)	255,130	270,273	346,890	387,161	171,857	191,347.5
	Total Water Recycled and Reused (in Kilo Litres / Year)	12,052	13,652	14,520	15,000	1380	19,135 (10% of total water consumption)
	Total Rain Water Harvested (in Kilo Litres / Year)	100	100	100	120	80	150
	Total water consumption per employee (in Litres / Employee / Day)	40	40	40	45	42	39
	Total Water Treated (In % of Total Water consumption)	38.78%	30.54%	29.44%	61.91%	61.80%	100%
	Water Intensity (Water consumed / Revenue (in Cr.)	1655.5	1332.77	1984.61	1197.34	960.58	1,572.73 (5% reduction)
	Pollutants present in waste water Total Suspended Solids (milligram / Litre)	100	100	100	58	52	100(limit)
	Pollutants present in waste water Ammoniacal Nitrogen (milligram / Litre)	25	23	24	25	24	50(limit)
	Pollutants present in waste water Chemical Oxygen Demand (milligram / Litre)	60	55	60	62	40	250(limit)
	Pollutants present in waste water Biological Oxygen Demand (milligram / Litre)	15	15	19	19	14	30(limit)
	People Trained on Water Efficiency	355	408	430	450	250	100% of Employees
Air Pollution	SOx (Micro /m3)	12	15	10.2	10.3	10.8	80 (limit); emissions −35%
	NOx (Micro /m3)	19.7	24.5	28.1	30.5	31	80 (limit); emissions −35%
	PM10 (mg/M3)	62.5	68	75	74	86	100 (limit); emissions −30%
	PM2.5 (mg/M3)	40.1	33.5	36	34	47	60 (limit); emissions −30%
	Ammonia (mg/M3)	58.2	35	31.1	25	34	400(limit)

ESG Area	KPI	2022 (Baseline)	2023 (Actual)	2024 (Actual)	2025 (Actual)	Jan–Jun 2026 (Actual)	2030 Target
	Lead (mg/M3)	BDL	BDL	BDL	BDL	BDL	1.0(limit)
	Ozone (mg/M3)	BDL	BDL	BDL	BDL	BDL	100(8 hours)
	Total weight of Air Pollutants mg/m^3	192.5	176	180.4	197.5	242.7	300
Light	Cases of Non-Compliance of IS – 3646 Standard Part – III	NIL	NIL	NIL	NIL	NIL	NIL
Noise	Day Time Noise Level dB (A) Leq Near Plant	62.5	69.9	68.3	65.9	67.2	75
	Night Time Noise Level dB (A) Leq Near Plant	60	66	65	62.6	61.3	70
Odor	Odor Complaints per Year	0	0	0	0	0	0
	Average Odor Complaint Resolution Time (Days)	NIL	NIL	NIL	Nil	Nil	Nil
Traffic & Road Congestion	Daily Vehicle Movement Count	30	25	35	37	28	25
	Peak-Hour Delivery Reduction (%)	0	0	1	2	5	10
	Employee Sustainable Transportation Usage (%)	0	0	2	10	10	15
	Traffic-Related Community Complaints (Per Year)	NIL	NIL	NIL	NIL	NIL	Nil
Biodiversity Conservation	Number of native species supported	130	1000	2050	1001	500	1000
	Percentage of employees trained on biodiversity, ecosystem issues, and animal welfare	100%	100%	100%	100%	100%	100%
	Number of Awareness training of conducted on employees on animal welfare and humane treatment practices	3	5	9	10	11	15
	Number of research projects undertaken on biodiversity conservation	2	1	1	0	0	1
	Complaints received on Biodiversity	0	0	0	0	0	0

ESG Area	KPI	2022 (Baseline)	2023 (Actual)	2024 (Actual)	2025 (Actual)	Jan–Jun 2026 (Actual)	2030 Target
Raw Material Consumption	Number of accidental pollution events (such as spills, leakages) from company operations	0	0	0	0	0	**0**
	Consumption of hazardous raw materials (in Metric Tonnes)	3978.23	3561.45	4050.05	4111.74	1924.28	**3,580.41 (10% reduction)**
	Consumption of non-hazardous raw materials (in Metric Tonnes)	11500	10745	10234	10839.20	5506.36	**10,350.00 (10% reduction)**
Waste Generation	Total Waste Generated (in Metric Tonnes)	2740.62	2226.45	2464.79	2210.9	1275.9	**2466.55**
	Total Hazardous Waste Generation (in Metric Tonnes)	1987.49	1593	1492.3	1114.9	348.9	**1788.74(10% reduction)**
	Total non-Hazardous Waste Generation (in Metric Tonnes)	753.13	633.45	972.49	1096	927	**677.81**
	Total Waste recovered (in Metric Tonnes)	822.19	667.94	739.44	663.27	0	**739.97 (30%)**
Product End of Life	Reporting on Product End of Life Treatment	NA	NA	NA	NA	NA	**NA**
	Number of awareness campaigns conducted with stakeholders on sustainable disposal.	2	1	1	1	1	**1**
	Number of partnerships with external stakeholders for product and packaging end-of-life management.	NIL	NIL	NIL	1	1	**1**
	Percentage of packaging made from recyclable, recoverable or compostable materials.	0	0	0	1	2	**5**
	Product take-back rate for applicable products (%)	0%	0%	0%	0%	0%	**40%**
	Cases of Product Take back or buyback happened	0	0	0	0	0	**1**
	Volume of expired/unused	0	0	0	0	0	**1**

ESG Area	KPI	2022 (Baseline)	2023 (Actual)	2024 (Actual)	2025 (Actual)	Jan–Jun 2026 (Actual)	2030 Target
	product collected through take-back programs (in kg).						
	% of unused or expired medicines collected for recycling or waste treatment out of total volume of products sold	0	0	0	0	0	1
Product Use	Percentage of resources savings due to more resource-efficient product designs.	10%	10%	10%	10%	10%	15%
	% of Product covered under Environmental Impact Study	100%	100%	100%	100%	100%	100%
Environmental Advocacy Programs	% of take-back products recovered or recycled	0	0	0	0	0	20
	Number of workshops/training sessions held to educate consumers on sustainability.	2	2	2	2	1	2 / year
	% of our customers adopted environmentally friendly practices after attending our workshops or seminars	0 %	0%	0%	0%	10%	15%
Sustainable Sourcing	% of all buyers who received training on sustainable procurement	1%	1%	1%	100%	100%	100%
	% of Sustainable Sourcing of Raw material	25%	25%	25%	28%	15%	35%

07 SOCIAL

Our social KPIs reflect EMBIO LTD's responsibility to the people who make our operations possible — employees, contractors, and the communities surrounding our site. We track fair and equitable pay, health and safety performance, human rights safeguards across our own workforce and our value chain, gender balance and diversity at every level of the organization, training and career development, and our investment in corporate social responsibility. Where risks such as child labour, forced labour, or discrimination could arise, we monitor complaint volumes and resolution outcomes closely, maintaining a zero-tolerance stance. Progress against these KPIs is reviewed alongside our

Human Resource function on a monthly and quarterly basis, ensuring social performance receives the same rigor and accountability as financial and operational metrics.

ESG Area	KPI	2022 (Baseline)	2023 (Actual)	2024 (Actual)	2025 (Actual)	Jan–Jun 2026 (Actual)	2030 Target
Employment	Child Labour (%)	NIL	NIL	NIL	NIL	NIL	NIL
	Force Labour (%)	NIL	NIL	NIL	NIL	NIL	**NIL**
	Attrition Ratio (%)	23.30	22	17	20	11	**20**
	Number of child or forced labor audits conducted in own operational sites	0	0	0	1	1	**1**
	Number of child or forced labor incidents reported	0	0	0	0	0	**0**
	Hiring of People with Disability (%)	0	0	0	0	0	**0**
	Total Training Hours of employees	3700	5002	5800	6276	3186	**30 h per employee**
	Avg Training Hours per employee	4	6	8	12	6	**30**
	Average Salary above Minimum Wages (Rs.)	34,000	39,660	45,000	45,000	45,000	**50,000**
	Employees Above minimum wage rules	100%	100%	100%	100%	100%	**100%**
	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	93%	93%	93%	93%	93%	**93%**
Health & Safety Incidents / Accidents	Lost time injury (LTI) frequency rate for direct workforce - (total number of lost time injury events) x 1,000,000 / total hours worked company wide	0	0	0	0	0	**0**
	Lost time injury (LTI) frequency rate for Subcontractor's Workers	0	0	0	0	03	**0**
	Lost time injury (LTI) severity rate for direct workforce - (number of days lost due to injuries) x 1,000 / total hours worked	0	0	0	0	0	**0**
	Lost time Severity (LTI) frequency rate for Subcontractor's Workers	0	0	0	0	0.5	**0**
	# of Work-related Incidents	0	0	0	0	1	**0**
	# of Fatal Incidents	0	0	0	0	0	**0**
	Number of days lost to work-related injuries, fatalities and ill health (Employee and Sub-contractor worker)	0	0	0	0	164	**0**

ESG Area	KPI	2022 (Baseline)	2023 (Actual)	2024 (Actual)	2025 (Actual)	Jan–Jun 2026 (Actual)	2030 Target
	Number of Employees Trained on Health & Safety	250	600	900	990	500	100% of Employees
	absenteeism rate due to work related injuries (Employee and Sub-contractor worker)	0	0	0	0	0.42	0
	Number of employee health and safety risk assessments conducted	0	0	0	3	2	100% of operational areas, annually
Human Rights	% of direct employees covered by a minimum wage benchmarking analysis	100%	100%	100%	100%	100%	100%
	% of all employees paid below minimum wage, including direct employees, individual contractors and dispatched worker	0%	0%	0%	0%	0%	0%
	% of average wage gap for direct employees paid below minimum wage against a minimum wage benchmark	0%	0%	0%	0%	0%	0%
	Sub Contractor's Workers in Agreement with Employee Code of Conduct (%)	100 %	100%	100%	100%	100%	100%
	# of Complaints reported on Child Labour / Human Trafficking	NIL	NIL	NIL	NIL	NIL	NIL
	# of Complaints reported on Sexual Harassment	NIL	01	NIL	NIL	NIL	NIL
	# of Complaints reported on Discrimination (Internal)	NIL	NIL	NIL	NIL	NIL	NIL
	# of Complaints reported on Discrimination by Suppliers	NIL	NIL	NIL	NIL	NIL	NIL
	# of Complaints reported on Discrimination by Customers	NIL	NIL	NIL	NIL	NIL	NIL
	# of Complaints reported on Discrimination by Other Stakeholders	NIL	NIL	NIL	NIL	NIL	NIL
	# of Complaints reported on Data Privacy / Security (Internal)	NIL	NIL	NIL	NIL	NIL	NIL
	# of Complaints reported on Data Privacy / Security by Suppliers	NIL	NIL	NIL	NIL	NIL	NIL
	# of Complaints reported on Data Privacy / Security by Customers	NIL	NIL	NIL	NIL	NIL	NIL
	# of Complaints reported on Data Privacy / Security by Other Stakeholders	NIL	NIL	NIL	NIL	NIL	NIL
	Average unadjusted gender	0%	0%	0%	0%	0%	0%

ESG Area	KPI	2022 (Baseline)	2023 (Actual)	2024 (Actual)	2025 (Actual)	Jan–Jun 2026 (Actual)	2030 Target
	pay gap (Woman to man %)						
	People Trained on Human Rights	100	115	132	513	140	**100% of Employees**
	Number of grievance mechanism cases of human rights incidents	0	0	0	0	0	**0**
	Number of human rights impact assessments performed	0	0	0	1	2	**4**
External Stakeholder Human Rights	Number of External human rights-related grievances received and resolved.	0	0	0	0	0	**0**
	Number of community consultations held on human rights issues.	0	0	0	0	0	**0**
Career Management and Training	People Trained on overall Career Management and Skill Development\	100	111	110	97	49	**100% of Employees**
	Awareness Session conducted on Career Management	2	4	6	6	3	**7**
	Number of skills trainings provided	10	10	12	15	26	**5 job-related programmes**
	Number of internal mobility cases,	10	15	13	23	20	**30**
	Number of employees with personal development plans	50	60	95	100	112	**100% of Employees**
Gender Equality	Percentage of women within the organization's board	0	0	0	0	0	**0**
	Percentage of women employed in the whole organization	4%	5%	7.1%	7%	7%	**15%**
	Percentage of women in top executive positions (excluding boards of directors)	1%	1%	1%	1%	1%	**1%**
	People Trained on Gender Equality	100%	100%	100%	100%	100%	**100%**
	% of the total workforce trained on diversity, equality, inclusion and/or harassment	100%	100%	100%	100%	100%	**100%**
Working Conditions	# of Hours Worked (Manhours)	1,085,693	1,392,498	1,416,891	1,388,520	594,276	**1,096,549**
	% of your plants and offices that were assessed	100%	100%	100%	100%	100%	**100%**
	Incident of non-potable	NIL	NIL	NIL	NIL	NIL	**NIL**

ESG Area	KPI	2022 (Baseline)	2023 (Actual)	2024 (Actual)	2025 (Actual)	Jan–Jun 2026 (Actual)	2030 Target
	drinking water identification						
	% employees covered in awareness program	100%	100%	100%	100%	100%	**100%**
	Number of employees covered with healthcare	100%	100%	100%	100%	100%	**100%**
	Employees satisfaction rate on Working Conditions	100%	100%	100%	100%	100%	**100%**
	Incident of non- compliance of working conditions principles	NIL	NIL	NIL	NIL	NIL	**NIL**
Social Dialogue	Number of employees covered by employee representatives	100%	100%	100%	100%	100%	**100%**
	Number of employees covered by collective agreements	100%	100%	100%	100%	100%	**100%**
	Complaints registered on the violation of Collective Bargaining Agreement	0	0	0	0	0	**0**
Discrimination and Harassment	Percentage of employees from a minority or vulnerable group in the whole organization	0	0	1	1	1	**1**
	Percentage of employees from a minority or vulnerable group at top management level	0	0	1	1	1	**1**
	Number of identified discrimination or harassment incidents or corrective actions	0	0	0	0	0	**0**
	Number of Employee Resource Groups conducted	0	0	0	1	1	**2**
	Number of employees trained on prevention of discrimination and harassment	100	115	132	513	140	**100% of Employees**
Corporate Social Responsibility	Amount Spent on CSR (Lakhs)	99,16,161	20,44,729	8,18,003	3,36,000	17,24,401	**40,00,000**
	# of social initiatives at National and Local level	5	6	8	3	3	**12**

08 GOVERNANCE

Governance KPIs safeguard the integrity, transparency, and accountability of how EMBIO LTD conducts business. This includes anti-corruption and anti-bribery controls, protection of data and information security, and the ethical standards we expect of our own workforce and hold our suppliers to through structured ESG and CSR evaluations. We also track customer health and safety outcomes and our

engagement with stakeholders through structured social dialogue. Robust governance is the foundation that makes credible environmental and social performance possible — it ensures that the KPIs reported throughout this roadmap can be trusted, audited, and acted upon with confidence.

ESG Area	KPI	2022 (Baseline)	2023 (Actual)	2024 (Actual)	2025 (Actual)	Jan–Jun 2026 (Actual)	2030 Target
Anti-Corruption & Bribery	# of Complaints reported on Corruption & Bribery	NIL	NIL	NIL	NIL	NIL	**NIL**
	Number of confirmed corruption incidents	0	0	0	0	0	**0**
	People Trained on Anti-Corruption & Bribery (in Man hours)	80	100	120	150	85	**100% of employees, annually**
	Data Breach Incidents:	NIL	NIL	NIL	NIL	NIL	NIL
Information Management	Data Retention Compliance:	100%	100%	100%	100%	100%	**100%**
	User Complaints:	NIL	NIL	NIL	NIL	NIL	**NIL**
	Number of confirmed information security incidents	NIL	NIL	NIL	NIL	NIL	NIL
Value Chain	Suppliers evaluated for CSR Reporting (Onsite) (in %)	0	100%	100%	100%	100%	**100 %**
	Suppliers evaluated for CSR Reporting (in %)	0	100%	100%	100%	100%	**100%**
	% of targeted suppliers covered by a sustainability assessment	0	0	10%	35%	38%	**100%**
	% of targeted suppliers covered by a sustainability on-site audit	0	0	10%	10%	15%	**70%**
	Average Number of Non-Conformities Found per supplier	0	0	0	0	0	**0**
	Avg Number of Corrective Actions taken / Supplier	NA	NA	NA	NA	NA	**NA**
	Suppliers in Agreement with company Policies (in %)	50 %	75 %	85 %	85%	85%	**100 %**
	Suppliers in Agreement with company's Supplier Code of Conduct (in %)	40 %	56 %	85 %	90%	90%	**100 %**
	% of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements	50 %	60 %	74 %	80%	80%	**100 %**
	% of assessed suppliers engaged in corrective actions or capacity building	0	0	100%	100%	100%	**100%**
Anti-Competitive Practice	Incident of Deceptive Advertising:	NIL	NIL	NIL	NIL	NIL	**NIL**
	% departments covered under Risk Assessment Internal Audit	100 %	100%	100%	100%	100%	**100%**

ESG Area	KPI	2022 (Baseline)	2023 (Actual)	2024 (Actual)	2025 (Actual)	Jan–Jun 2026 (Actual)	2030 Target
Ethics	Percentage of total workforce trained on business ethics issues (%)	100%	100%	100%	100%	100%	**100%**
	Employee feedback on ethics training (satisfaction rate)	100%	100%	100%	100%	100%	**100%**
	Number of reports related to whistleblower procedure	0	0	0	0	0	**0**
Customer Health and Safety	# of Product Safety Related Incident	0	0	0	0	0	**0**
	Number of product Recalls	0	0	0	0	0	**0**
	Percentage of customer feedback collected regarding product safety.	0	0	0	0	30%	**85%**
	Number of customer safety awareness programmes conducted	0	0	0	0	1	**2 / year**

ASSURANCE STATEMENT

Independent Assurance on Verification of Sustainability Information

Anares/AR/26-18

Reporting Period – January 2022 – December 2022
January 2023 – December 2023
January 2024 – December 2024
January 2025 – December 2025
January 2026 – June 2026

The Management
Embio LTD
Corporate: 501, Sentinel, 5th Floor, Central Avenue Road, Hiranandani Gardens, Powai, 400076, Mumbai, Maharashtra, India

Independent Assurance Report

Assurance Standard

The verification engagement has been planned and performed in accordance with the verification methodology developed by Anares Analytics LLP, which is based upon the **"AA1000 Assurance Standard (AA1000AS v3)".**

Scope of Assurance and Methodology

The verification was conducted to provide limited assurance conclusion on select non-financial sustainability disclosures whether the sustainability information the mentioned reporting period and to verify its alignment in accordance to 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:

The assurance engagement was conducted with reference to the four principles of AA1000AS v3 – Inclusivity, Materiality, Responsiveness, and Impact – which were duly considered while performing this engagement. Based on our review, the Company has demonstrated materiality in disclosures, inclusivity in stakeholder engagement, responsiveness to key sustainability concerns, and consideration of impacts across relevant areas

- Remote verification of data, on a selective test basis, for the following units / locations, through consultations with the site team and ESG committee members of the company:

Corporate:	Corporate: 501, Sentinel, 5th Floor, Central Avenue Road, Hiranandani Gardens, Powai, 400076, Mumbai, Maharashtra, India
Site:	E-21, E-22/1/2/3, E-23-1/2/3 MIDC Industrial Estate, Mahad – 402 309, Dist. Raigad, Maharashtra, India.

- 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 Environmental, Social & Governance Strategy, so as to be able to make comments on the fairness of sustainability reporting or disclosures.
- Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.

Company's Accountability

The ESG Committee Representative at the company is responsible for preparing the ESG KPI Roadmap till Year 2030 that is free from material misstatement in accordance with the GRI and for the information contained therein. This entails specifically choosing and applying suitable methodologies for sustainability reporting, gathering and organizing data, and making well- founded assumptions or estimates as needed. Additionally, these representatives

must ensure the implementation of adequate internal controls to facilitate the development of a sustainability report devoid of any significant errors, whether deliberate or accidental. The ESG Committee Representatives at the company are also responsible for preparing the designed report using graphics and relevant and responsible content.

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for 2025. The Company has prepared report having sustainability information with accordance to GRI Universal Standards 2021. The ESG KPI Roadmap till Year 2030 includes a description of the Company's stakeholder engagement process, materiality assessment and relevant performance disclosures on the identified material topics. There is further scope to strengthen data/information management system to ensure uniform and accurate reporting or disclosures. Areas of further improvement wherever identified have been brought before the attention of the management & ESG Committee representatives of the company. These observations do not affect our conclusion presented in this statement.

Areas for improvement include:

- Strengthening data accuracy through enhanced internal controls.
- Expanding disclosures on supply chain sustainability performance.
- Linking ESG performance more explicitly with strategic business outcomes

Guidelines for Utilization of This Statement

The Company is obligated to replicate the Anares Analytics LLP's Independent Assurance statement along with any attachments in their entirety, ensuring no alterations, deletions, or supplements are made.

This statement is specifically designed to convey the outcomes of the commissioned evaluation to the Company, defining the boundaries of the engagement. It is important to note that Anares Analytics LLP has not taken into account the potential interests of any third parties regarding the chosen sustainability information, this assurance report, or the conclusions drawn by Anares Analytics LLP. Consequently, nothing within the scope of this engagement or statement grants any third-party entities any form of rights or entitlements.

Limitations

The assurance engagement outlined herein does not encompass the following areas:

1. Our assurance does not cover any data or information pertaining to the financial performance of the Company.
2. Our role is strictly limited to providing assurance services as detailed in this letter. We will not undertake any management functions or make decisions on behalf of the Company. It is the responsibility of the Company's management to make all decisions, including those related to the acceptance and implementation of our services.
3. Any data or information that falls outside the specified reporting period is not covered by our assurance scope.
4. Our assurance is limited to the operations and locations explicitly mentioned within the defined Assurance Boundary. Any data or information pertaining to operations outside of this boundary is excluded, unless specifically stated otherwise in this report.
5. The Company's statements expressing opinions, beliefs, aspirations, expectations, or future intentions, as well as assertions related to Intellectual Property rights and competitive matters, are beyond the scope of our assurance.
6. We do not cover the Company's strategy and any related disclosures expressed in the report.
7. Our assurance does not extend to the mapping of the report with any reporting frameworks other than those specified above.

Our Assurance Team and independence:

Our assurance team, comprising of multidisciplinary professionals, has been drawn from our climate change and sustainability network and undertakes similar engagements with a number of significant Indian and international businesses. As an assurance provider, Anares Analytics LLP is required to comply with the independence requirements set out in **"AA1000 Assurance Standard (AA1000AS v3)".** Anares Analytics LLP's independence

policies and procedures ensure compliance with this standard. Details of Anares Analytics LLP's independence policies and procedures can be made available to stakeholders upon request by contacting us at contact@anaresassure.com

Restriction of Liability

This assurance statement has been prepared solely for the Company in accordance with the terms of our engagement. Anares Analytics LLP does not accept or assume any responsibility to any third party for the information contained in this statement. This assurance statement applies exclusively to the Company's ESG KPI Roadmap till Year 2030 as defined within the scope. It may not be relied upon by other stakeholders for different purposes. Anares Analytics LLP shall not be held liable for any decisions or actions taken by third parties based on this assurance statement.

Conclusion

On the basis of our limited assurance procedures, nothing has come to our attention that causes us to believe that the Company has not fairly presented sustainability information in its ESG KPI Roadmap till Year 2030 for the reporting period, in all material respects.



Signature,
Mr. Pankaj Shah
Director
Anares Analytics LLP
Date: 21th July 2026
Place: India

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