



ANNUAL ESG DATA BOOK

FY 25

Optimus Drugs Private Limited

Executive Summary:

In FY25, Optimus advanced its commitment to sustainable growth by embedding Environmental, Social, and Governance (ESG) principles across its operations. This Annual ESG Data Book provides a detailed account of our performance, initiatives, and progress on key sustainability metrics. It underscores our focus on transparency, accountability, and continuous improvement, and is prepared in alignment with the Global Reporting Initiative (GRI) Standards. Our approach is shaped by a materiality assessment, stakeholder engagement, and a six-pillar framework that integrates ESG into our core business objectives.

Reporting Coverage:

This Annual ESG Databook provides complete coverage of Optimus operations. It encompasses 100% of the company's units, facilities, and activities, ensuring that all relevant environmental, social, and governance (ESG) data is captured comprehensively. The report applies a consistent reporting boundary and discloses quantitative data across all key ESG indicators, reinforcing transparency, accuracy, and completeness in performance tracking.

Company Profile:

Optimus is among the fastest-growing pharmaceutical companies, with over two decades of expertise in developing and delivering high-quality APIs, intermediates, and finished formulations to global markets. Since its inception, the company has remained committed to advancing healthcare worldwide through research, innovation, affordability, and manufacturing excellence. Over the years, Optimus has built a comprehensive portfolio of therapeutic solutions designed to address some of the most pressing healthcare challenges, including hormonal and metabolic disorders, cardiovascular and neurological conditions, dermatological care, infectious diseases, and renal health.

In May 2022, Optimus became part of Sekhmet Pharmaventures, strengthening its strategic capabilities and reinforcing its mission of making better healthcare accessible to all. With a strong foundation in process chemistry, engineering, and R&D, the company continues to expand its global presence while staying true to its core values of quality, innovation, and sustainability.

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ESG Performance Highlights – FY 2025

Environment

- 4 % decrease in scope 2 emissions
- 23.36 % water recycled
- ~ 58 lakhs of total savings by water efficiency initiatives
- 80 % of total waste recycled and co-processed

Social

- 7.7 % gender diversity in workforce
- 22 average hours of training per employee
- Customer satisfaction score of 85
- 100% employees received performance appraisals
- Zero recordable work-related fatalities
- Zero Lost Time Incident Rate (LTIR)
- Total of ₹6.26 Crores spent on CSR Activities

Governance

- 12.5% board gender diversity
- Zero confirmed cases of corruption
- Zero confirmed information security incidents
- Zero incidents of discrimination
- No violations of Human Rights
- Zero policy violations
- 70 % of our suppliers have signed supplier code of conduct

1. Governance

Governance KPI's

Optimus maintains a strong governance framework built on ethical conduct, transparency, and strict regulatory compliance. Our Governance Key Performance Indicators (KPIs) track performance across critical areas such as anti-corruption, non-discrimination, cybersecurity, human rights, and adherence to the Code of Conduct. From FY23 to FY25, we recorded zero incidents across all these domains, demonstrating the effectiveness of our internal controls and our commitment to principled leadership. These outcomes are further supported by active board oversight, whistleblower protections, and regular policy reviews, ensuring accountability and integrity at every level of our operations.

Governance KPI's	Unit	FY 23	FY 24	FY 25
Corruption Cases	Nos	0	0	0
Discrimination Cases	Nos	0	0	0
Cybersecurity breaches	Nos	0	0	0
Human Rights violations	Nos	0	0	0
Code of conduct breaches	Nos	0	0	0
Policy Violations other than code of conduct	Nos	0	0	0
Suppliers signed Supplier code of conduct	%		70	70
Supplier Audits conducted	%		40	55

1.1 Corporate Governance

We have established a multi-tiered governance structure through an ESG Committee to ensure strategic oversight and accountability across environmental, social, and governance domains. Key Responsibility Areas (KRAs) are aligned with ESG goals from Executive level to Top Management, reinforcing ownership and driving performance. This structure enables informed decision-making, continuous improvement, and integration of sustainability into core business operations such as reducing GHG emissions, employee engagement, transparent reporting.

a. Commitment to Ethical Practices, Guiding Values, and Principles

At Optimus, our unwavering commitment to ethical conduct is a defining element of our corporate identity and a driver of long-term success. We view integrity not merely as a compliance requirement but as a moral responsibility that guides every aspect of our business. Our core values are embedded in the company's culture, ensuring that our actions and decisions consistently reflect honesty, respect, and fairness.

The Code of Conduct serves as a guiding framework for all employees, setting clear expectations for ethical behaviour both within the organization and in our interactions with clients, partners, and the wider community. At Optimus, we foster a workplace where ethical decision-making is integral to our strategy, and where every individual is empowered and supported to uphold these principles.

b. Continuous Improvement

The pursuit of continuous improvement is a central pillar of our sustainability strategy at Optimus. We recognize that excellence is an evolving journey that requires regular reflection, learning, and innovation. To enable this, we nurture a culture that values ongoing learning and professional development, encouraging our teams to proactively identify opportunities for innovation and enhance practices across all areas of the business.

Our systems and processes are routinely reviewed to improve efficiency, reduce waste, and optimize resource utilization. By fostering this culture of progress, Optimus not only strengthens its operational performance but also reaffirms its commitment to environmental stewardship and social responsibility.

c. Management Policies and Procedures

At Optimus, our management policies and procedures are designed to reinforce our commitment to sustainability and ethical conduct. They provide a clear framework for governance and accountability, ensuring consistency and full compliance with all regulatory requirements across the organization. We have established strong systems for risk management, stakeholder engagement, and environmental stewardship, which serve as the backbone of our responsible business practices. These policies are reviewed regularly and updated to integrate emerging best practices and respond effectively to the evolving challenges and opportunities in the pharmaceutical industry.

d. Board of Directors Oversight

The Board of Directors at Optimus plays a pivotal role in steering the company's commitment to ethical practices and sustainability. By providing strategic direction, the Board ensures that sustainability objectives are fully integrated into the company's vision and day-to-day operations. With diverse expertise and perspectives, the Board embraces a holistic approach to governance that goes beyond financial outcomes to encompass environmental, social, and ethical priorities.

Board members closely monitor progress on sustainability goals and guide the management team on issues of long-term strategic importance. Through active oversight, they uphold accountability to stakeholders and safeguard the company's mission of delivering sustainable value. Their commitment to transparency and ethical leadership sets the tone across the organization, reinforcing Optimus role as a responsible corporate citizen dedicated to creating a lasting positive impact on society and the environment.

1.2 Policies

Optimus foundational principles reflect a deep commitment to the highest standards of corporate conduct. As a responsible player in the healthcare industry, we recognize the importance of operating under transparent, ethical, and well-defined policies. These principles

act as a compass for the organization, shaping decisions and actions while ensuring we meet our social, environmental, and governance responsibilities to all stakeholders.

In line with our Code of Conduct, we enforce a strict zero-tolerance policy on bribery and corruption. Our systems and processes are continuously monitored to anticipate risks and prevent any form of misconduct. For the FY 2024–25, we are pleased to report that there were no cases of bribery, corruption, or anti-competitive, antitrust, or monopolistic behaviour.

a. Code of Conduct:

At Optimus, we are deeply committed to upholding the highest standards of ethics and full compliance with all applicable regulations. Our Code of Conduct applies to every employee, including senior management, and serves as a guiding framework for responsible behaviour across the organization. Rooted in our core values of delivering value to customers, fostering mutual respect, and maintaining integrity, the Code empowers all employees to make decisions with confidence and clarity. It establishes a culture where ethical behaviour is promoted, safeguarded, and embedded at every level of the company.

b. Prevention of Sexual Harassment (PoSH) Policy:

At Optimus, we believe every employee deserves to be treated with dignity and respect. Our PoSH (Prevention of Sexual Harassment) policy underscores our commitment to fostering a workplace that is safe, inclusive, and free from gender bias, prejudice, or harassment of any kind. This protection extends beyond the immediate workplace, and any instances of sexual harassment involving employees, whether within or outside the work environment, are treated with utmost seriousness and are subject to strict action. To ensure accountability, Optimus has established dedicated committees to address complaints of sexual harassment through a transparent and well-defined process. These committees may be constituted at different company locations by the Chairman and Managing Director, as needed, to ensure effective implementation of the policy.

c. Human Rights Policy:

Optimus Human Rights Policy is framed in alignment with the UN Guiding Principles on Business and Human Rights and applies across the entire organization. The policy upholds the directives of the International Bill of Human Rights and is built on ten foundational principles: respect for human rights, engagement with communities and stakeholders, promotion of inclusion and diversity, prevention of harassment and discrimination, recognition of freedom of association and collective bargaining, provision of a safe and healthy workplace, workplace security, elimination of modern slavery and human trafficking, prohibition of child labour, and adherence to fair standards on work hours, wages, and benefits. Beyond compliance, we are committed to extending the reach of our human rights practices to positively impact the communities in which we operate.

d. Whistle Blower Policy:

Optimus Whistleblower Policy provides employees, clients, and vendors with a secure and transparent channel to report concerns related to unethical conduct, suspected or actual fraud, or violations of the company's Code of Conduct and policies. Reports may be submitted directly to the Ombudsperson or to the Chairman of the Audit Committee. The policy guarantees that all individuals raising concerns in good faith are protected from retaliation or victimization and are provided with adequate safeguards throughout the process.

e. Board Diversity Policy:

This policy ensures that the composition of our Board reflects a broad and inclusive balance of skills, educational backgrounds, industry expertise, geographic knowledge, experiences, and gender representation. The objective is to bring together diverse perspectives and insights that are essential for effective governance and for guiding Optimus business with strategic foresight and ethical integrity.

f. CSR policy:

Our CSR Policy defines the approach, priority areas, and intended impact through which we advance our philosophy of Empowering Tomorrow Together. It reflects our commitment to both social development and environmental stewardship. The key focus areas of our CSR initiatives include education and digital literacy, skill development, promotion of innovation and infrastructure, community development, environmental sustainability, and healthcare. Through these programs, Optimus seeks to create long-term, positive change that benefits both society and the environment.

g. Supplier Code of Conduct:

Optimus Supplier Code of Conduct sets out clear expectations across four key areas: human rights, environmental responsibility, business ethics, and management systems. On human rights, suppliers are required to prohibit forced and child labour, ensure humane working conditions, prevent discrimination or harassment, and safeguard freedom of association and collective bargaining, while maintaining occupational health and product safety standards.

For the environment, suppliers must actively manage emissions and energy consumption, control pollution, handle waste responsibly, conserve natural resources, and avoid deforestation or harm to biodiversity. In business ethics, we expect suppliers to combat corruption, prevent conflicts of interest and anti-competitive practices, respect data privacy, and provide secure whistleblower mechanisms.

Under management systems, suppliers are required to maintain effective risk management processes, deliver appropriate training programs, uphold sound documentation practices, and comply fully with the responsibilities outlined in our Code.

h. Diversity and Inclusion Policy:

At Optimus, our Diversity and Inclusion Policy is rooted in our FIRST values: Fairness, Integrity, Respect, Sincerity, and Transparency. These values guide us in building a workplace that is inclusive, equitable, and respectful of every individual, regardless of age, gender, background, ability, language, religion, or experience. The policy extends across all aspects of engagement, whether with colleagues, customers, shareholders, or the wider community, and shapes practices in recruitment, compensation, recognition, professional development, promotions, and transfers. It reflects our ongoing commitment to ensuring that every individual at Optimus feels valued, supported, and empowered to thrive.

i. Anti-Bribery and Anti-Corruption Policy:

Optimus holds itself to the highest standards of integrity, transparency, and ethical business conduct. We maintain a strict zero-tolerance policy against bribery and corruption, which includes the giving or receiving of unlawful gifts, bribes (including soft-dollar arrangements), or any other form of improper financial advantage. The company upholds fair competition and complies fully with all applicable anti-bribery and anti-corruption regulations. Optimus does not provide support to political campaigns or contribute to political parties, and all charitable donations are made with integrity, never serving as a cover for corrupt practices. This policy applies without exception to all individuals working for or representing the company.

j. Sustainability Policy:

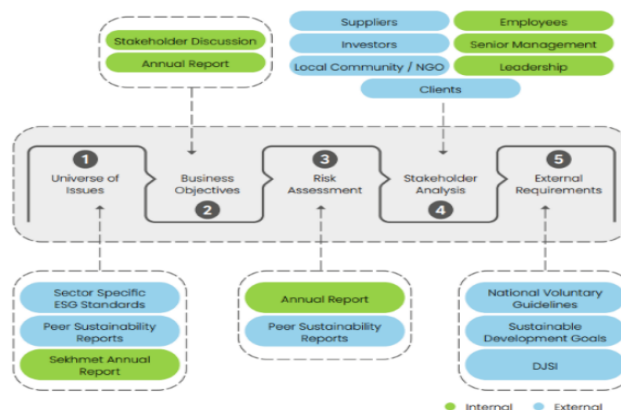
Our Sustainability Policy provides a comprehensive framework that integrates environmental stewardship, ethical governance, and social responsibility. It underscores the importance of protecting the environment, conserving biodiversity, and minimizing ecological footprints. At the same time, it highlights our focus on employee well-being, workplace equality, and meaningful engagement with communities, alongside a strong commitment to the safety and quality of our pharmaceutical products. The policy also sets clear expectations for ethical behavior and robust cybersecurity compliance. It applies to all members of Optimus, fostering mindful, responsible, and sustainable practices across the organization.

We remain firmly committed to integrity and ethical conduct in every aspect of our operations. In line with this commitment, we are proud to report zero violations of our Code of Conduct during FY 2025, reaffirming our dedication to transparent, responsible, and values-driven business practices. This reflects our ongoing effort to nurture a culture of compliance and trust, fully aligned with the principles that define us.

1.3. Stakeholder Engagement and Materiality

1.3.1 Methodology

Our approach to stakeholder engagement and materiality assessment follows a structured methodology that ensures meaningful participation from all relevant stakeholders and alignment with global ESG standards. Through a phased and analytical process, we identify, evaluate, and prioritize the issues most critical to our business operations, stakeholder expectations, and long-term sustainability objectives.



1.3.2 Materiality Assessment Methodology

a. Universe of Issues:

We began the process by developing a comprehensive list of Environmental, Social, and Governance (ESG) topics relevant to both Optimus operations and the wider pharmaceutical industry. This approach ensured that a broad spectrum of issues was considered, capturing those that could significantly influence our sustainability performance and relationships with stakeholders.

b. Business Objectives Alignment:

In the next stage, each identified ESG topic was assessed for its potential impact on Optimus business objectives. The evaluation considered how these issues could influence key areas such as revenue generation, operational continuity, cost efficiency, brand reputation, and the achievement of long-term strategic goals. This approach allowed us to prioritize the topics most directly linked to business outcomes and long-term value creation.

c. Risk Assessment:

To further refine the analysis, we conducted a comprehensive risk assessment by mapping each ESG topic against internal vulnerabilities and external threats. Issues were evaluated based on their likelihood of occurrence and potential severity in impacting our business strategy. We also assessed the organization's capacity to manage or respond effectively to these risks. This process enabled us to identify the high-priority material topics that require focused and sustained attention.

d. Stakeholder Engagement:

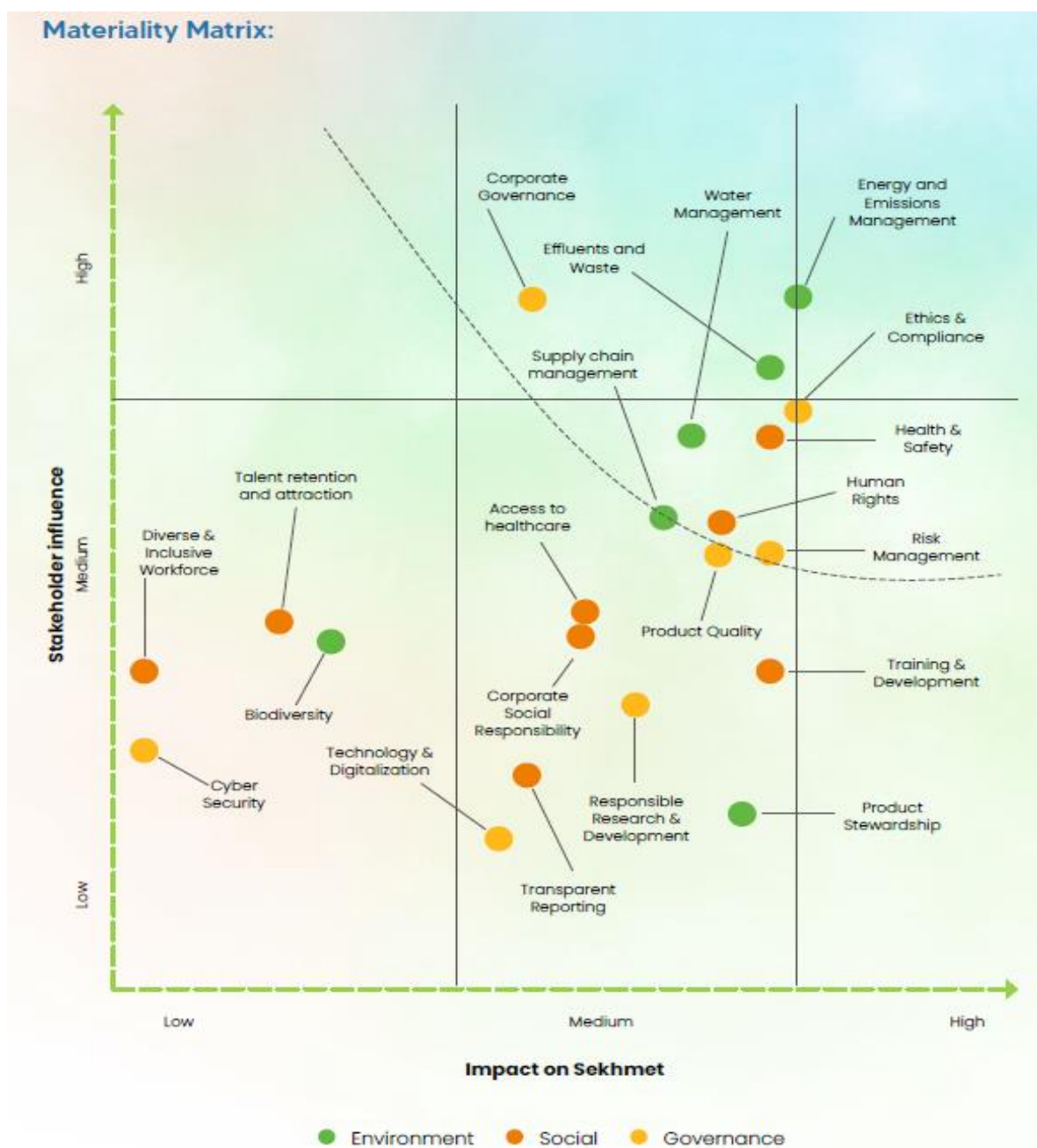
In this phase, we engaged directly with key stakeholders to capture their feedback and perspectives on the relevance of the identified ESG topics. The input received was weighted based on the degree of influence stakeholders have on our operations and decision-making processes. This approach enabled us to prioritize the issues most impactful to both our internal business objectives and the expectations of our external stakeholders.

e. External Requirements Alignment:

Lastly, we evaluated the prioritized material topics against leading global sustainability frameworks, including the United Nations Sustainable Development Goals (SDGs), the National Voluntary Guidelines (NVGs), and the Dow Jones Sustainability Index (DJSI). This step ensured that our materiality assessment remains aligned with internationally recognized benchmarks, enhancing both the credibility and relevance of our sustainability strategy.

Materiality Matrix

The following matrix presents the material topics identified, their ESG classifications, business relevance, and planned mitigation actions. This structured approach helps us direct resources and strategies towards areas with the highest sustainability impact and business value.



Material topics identified	ESG Classification	Business case	Mitigation Actions
Energy and Emissions Management	Environment	Energy consumption and emissions are important for Optimus to manage as they directly impact the cost of operations and our environmental footprint. Implementing energy-efficient practices and reducing emissions can result in cost savings, regulatory compliance, and improved brand reputation.	We will implement energy-efficient practices across all our operations and reduce greenhouse gas emissions, contributing to combating climate change.
Effluents and Waste	Environment	Proper management of effluents and waste is crucial to prevent environmental pollution and comply with regulations. Effective waste management practices not only reduce the risk of contamination but also demonstrate responsible environmental stewardship, enhancing the company's reputation.	We will manage effluents and waste by implementing efficient technologies and waste management systems to minimize environmental impact.
Ethics and Compliance	Governance	Adhering to ethical standards and complying with legal requirements is fundamental for Optimus to maintain credibility and stakeholders' trust. Ethical practices contribute to the company's systemic sustainability, employee satisfaction, customer loyalty, and brand reputation.	We will enforce stricter internal audit processes and maintain a transparent, open dialogue with all stakeholders to ensure high ethical standards and total compliance.
Health and Safety	Social	The health and safety of employees and stakeholders are critical concerns for Optimus. Providing a safe working environment not only protects individuals but also reduces legal risks, ensures employee well-being, fosters productivity, and strengthens corporate reputation.	Dedication to creating a hazard-free workspace through regular safety drills and health programs will help maintain employees' well-being and productivity.
Water Management	Environment	Effective water management is essential to ensure access to sufficient and clean water sources, especially for	Investment in water-efficient technologies and reuse of treated wastewater aims to

Material topics identified	ESG Classification	Business case	Mitigation Actions
		manufacturing processes. Proper water management practices can lead to cost savings, environmental conservation, and improved stakeholder trust.	promote rational water use.
Human Rights	Social	Respecting human rights is crucial to create a fair and ethical working environment. Upholding human rights not only promotes employee well-being, diversity, and equality but also mitigates legal and reputational risks.	Implementing practices that promote diversity, and inclusivity will underscore our commitment to human rights.
Supply Chain Management	Governance	Managing the supply chain is essential to ensuring the availability and quality of raw materials, mitigating reputational risks, maintaining compliance with regulatory requirements, and supporting sustainable sourcing practices.	We aim to work closely with our suppliers to ensure that they adhere to our sustainability standards.
Risk Management	Governance	It is vital to identify and manage risks in order to protect business operations, stakeholders, and reputation. Effective risk management practices ensure business continuity, prevent financial losses, and enhance resilience.	Proactively identifying and evaluating potential risks helps mitigate business disruptions.
Product Quality	Governance	Ensuring product quality is paramount to maintaining customer trust and safety. By delivering reliable and effective products, we strengthen customer loyalty, mitigate legal risks, and enhance our reputation.	Through stringent quality control measures and regular audits, we strive for excellence in our products.
Training and Development	Social	Investing in training and development programs is essential to enhancing employee skills, knowledge, and performance. By nurturing a competent workforce, the company drives innovation, boosts productivity, and fosters a positive work culture.	We will invest in skill development programs to build essential competencies and enhance employee morale.

Material topics identified	ESG Classification	Business case	Mitigation Actions
Corporate Social Responsibility	Social	Engaging in corporate social responsibility activities enables us to make a positive impact on society and the environment. CSR initiatives enhance brand reputation, help attract and retain customers, and create long-term value for both the business and the communities we serve.	We will focus on impactful community development projects that address local needs.
Responsible Research	Governance	Conducting research responsibly is crucial for upholding ethical standards, maintaining data integrity, complying with regulations, and ensuring the safety and efficacy of our products.	By bolstering ethical guidelines for research, we can maintain the safety and efficacy of our products.
Product Stewardship	Environment	Ensuring responsible product stewardship is important in order to minimize environmental impacts throughout the lifecycle of our products. This includes proper disposal, recycling, and implementing sustainable practices for packaging and waste reduction.	By focusing on the lifecycle of our products, we ensure responsible disposal and waste reduction.
Transparent Reporting	Social	Transparent reporting enables us to build trust with stakeholders by providing accurate and accessible information on our financial, environmental, and social performance. Transparent reporting can enhance credibility, attract investors, and demonstrate commitment to accountability.	We will continue to report our activities regularly and honestly to maintain stakeholder trust.
Technology and digitalization	Social	Embracing technology and digitalization is crucial to enhance operational efficiency, innovation, and competitiveness. Adopting digital solutions can streamline processes, improve data management, and enable remote access to services, resulting in cost savings and improved customer satisfaction.	We aim to deploy digital solutions to improve our services, efficiency, and customer satisfaction.

Material topics identified	ESG Classification	Business case	Mitigation Actions
Corporate Governance	Governance	Strong corporate governance ensures accountability, ethical behaviour, and transparency. Effective governance practices can foster investor confidence, minimize legal and reputational risks, and promote long-term business sustainability.	We will focus on improving the effectiveness of our governance framework for greater accountability and transparency.
Biodiversity	Environment	Preserving biodiversity is crucial to conserve ecosystems, protect rare species, and sustainably utilize natural resources. By integrating biodiversity considerations into our operations, the company can improve environmental performance, enhance brand reputation, and comply with regulatory requirements.	We will actively engage in conservation efforts and implement biodiversity-friendly practices in our operations.
Talent attraction and retention	Social	Attracting and retaining top talent is pivotal to driving innovation, competitiveness, and business growth. By offering an attractive work environment, career development opportunities, and competitive salaries, we can attract and retain skilled and motivated employees.	Implementing attractive work policies and development programs will enable us to attract and retain a talented workforce.
Diversity and Inclusion	Social	Embracing diversity and inclusion is essential to foster creativity, innovation, and social cohesion. By promoting diversity in the workforce and ensuring equal opportunities for all, we can tap into diverse perspectives, improve decision-making, and enhance our reputation.	Strengthening our commitment to inclusivity will bring forth diverse perspectives and enhance decision making.
Cybersecurity	Governance	Protecting the company's digital assets and ensuring data privacy is crucial. Implementing robust cybersecurity measures reduces the risk of data breaches, financial losses, reputational damages, and legal consequences.	We will invest in advanced cybersecurity solutions to prevent data breaches and maintain privacy.

1.4. Strategy and Goals

Our strategic priorities and sustainability objectives have been shaped through extensive stakeholder engagement and guided by the material topics identified in our assessment. These insights form the foundation of both our near-term and long-term goals, which are structured around our six-pillar sustainability framework. We have set ambitious goals across the Environmental, Social, and Governance (ESG) dimensions, defining our sustainability vision for 2030. Each goal has been developed with consideration of the material challenges we face, the global and local contexts in which we operate, and the transformative impact these actions can create for our business and for society at large. The following is strategy and goals section of Sekhmet Pharmaventures as per FY 2024:

Pillar	Goal 2030	Status
People	<ul style="list-style-type: none"> Achieve 14% women share in permanent employees Publish human rights report with third party assurance Zero reportable accidents Number of employee training hours each year should be minimum of 40 hours 	<ul style="list-style-type: none"> 6.4 % of women share Zero recordable accidents 20 hrs of training
Value Chain	<ul style="list-style-type: none"> 100% of tier 1 suppliers are to be assessed based on the supplier code of conduct 85% of the raw materials to be sourced from local vendors 	<ul style="list-style-type: none"> 30% of tier 1 Suppliers assessed
Sustainable Operations	<ul style="list-style-type: none"> Reduction of emission intensity by 62% to baseline FY23 Water neutrality across operations Waste diverted from landfill is 90% 	<ul style="list-style-type: none"> 34% emission intensity reduction when compared to baseline 45%Waste diverted from landfill
Product	<ul style="list-style-type: none"> Zero product recalls Conduct lifecycle assessment for all key products 	<ul style="list-style-type: none"> Zero product recalls
Community	<ul style="list-style-type: none"> Disclose the social value created through Social Return on investment study 	<ul style="list-style-type: none"> 6.3 Crores of INR spent for Community initiatives
Governance	<ul style="list-style-type: none"> Maintain zero data security breaches Achieve gender parity across the board of directors 	<ul style="list-style-type: none"> Zero Security data breaches

1.5. Sustainable Supply chain

Optimus's supply chain strategy is built on the principles of sustainability, ethical conduct, and long-term partnerships with suppliers. We have adopted a structured Sustainable Supply Chain Framework to assess and manage environmental and social risks, strengthen transparency, and drive continuous improvement across our supplier network.

This framework is aligned with the SA8000 standard, a globally recognized benchmark for social accountability. By adhering to these standards, we ensure that our supply chain practices uphold labour rights, workplace safety, and ethical business conduct, reinforcing our commitment to responsible sourcing and building lasting trust with stakeholders.

a. Supplier Onboarding

All new suppliers are required to complete an ESG questionnaire during the onboarding process. This assessment covers policies, goals, initiatives, and certifications across environmental, social, and governance areas, ensuring alignment with Optimus's sustainability expectations from the outset.

b. Supplier Assessment

Annual ESG assessments are conducted across all suppliers in line with Sekhmet's sustainability framework. Performance is evaluated through a standardized questionnaire covering policies, targets, actions, and regulatory compliance. Suppliers are graded on a five-tier scale, with feedback provided along with corrective action plans to drive improvements. Regular engagements, including workshops and review meetings, are also conducted to support supplier development and strengthen long-term partnerships.

c. Supply Supplier Incentives and Rewards

Sekhmet recognizes and rewards suppliers that demonstrate strong ESG performance. High-performing suppliers are eligible for non-financial incentives such as public recognition and award nominations, including categories like ESG Champion, Environmental Innovator, and Social Impact Leader. These measures help cultivate a responsible, values-driven supplier ecosystem that aligns with Sekhmet's long-term sustainability vision.

1.5.1 Sustainable Procurement

To strengthen sustainable procurement practices, Optimus has implemented actions that embed social and environmental considerations across the supply chain, in alignment with Sekhmet's broader sustainability framework. We conduct risk assessments to identify potential adverse impacts within our supplier network and take proactive steps to mitigate them. Suppliers demonstrating strong environmental and social performance are recognized through Sekhmet's incentive programs, which encourage continuous improvement and closer alignment with shared sustainability goals.

We have also integrated sustainable procurement metrics into buyer performance reviews, ensuring accountability and alignment within internal procurement processes. Additional initiatives continue to support the integration of sustainability principles across procurement, reflecting our commitment to responsible sourcing.

In parallel, measures have been established to promote inclusive sourcing and prevent discrimination within the supply chain. These include proactive efforts to ensure supplier diversity and inclusion, along with initiatives undertaken last year to support the hiring of women within supplier operations. Broader policies and interventions remain in place to prevent workplace discrimination and harassment, reinforcing equity and human rights across our sourcing practices.

As part of our commitment to sustainable and ethical supply chain management, Optimus conducts comprehensive ESG risk assessments by rolling out structured questionnaires to suppliers. Responses are carefully evaluated, and Corrective and Preventive Actions (CAPA) are provided where necessary. Suppliers demonstrating strong ESG practices are recognized through non-financial incentives, reinforcing our focus on continuous improvement and responsible sourcing. To strengthen accountability, quality performance objectives are linked to ESG outcomes, ensuring that sustainability is fully embedded in supplier evaluation and development. In cases of non-compliance, a reassessment process is initiated to guide suppliers toward alignment with our standards.

We maintain an inclusive supplier engagement program to ensure that no supplier is discriminated against on the basis of background, size, or location. Supplier compliance with our Quality Management System (QMS) is jointly overseen by our Quality Assurance (QA) and Commercial teams, including regular reviews and audits covering product quality, environmental compliance, and ethical practices. Transparent communication around expectations, performance, and payments fosters trust and accountability across the supply chain. These practices reflect our commitment to building a resilient, ethical, and inclusive supply chain that contributes to long-term sustainability goals.

To further uphold inclusive sourcing and human rights, we have implemented targeted measures to prevent discrimination and harassment within supplier operations. All suppliers are required to comply with our Supplier Code of Conduct, which enforces zero tolerance for workplace discrimination, harassment, or abuse. We also encourage the establishment of grievance redressal mechanisms that are accessible, confidential, and responsive. These measures ensure that our sourcing practices not only meet ethical standards but also actively promote dignity, fairness, and equal opportunity for all workers across our supply chain.

1.5.2 Supply Chain KPIs

One of the key indicators of our progress in building a sustainable procurement model is that 70% of our targeted suppliers have formally endorsed our Supplier Code of Conduct. This milestone demonstrates a shared commitment to ethical sourcing and lays a strong foundation for sustainable, long-term partnerships.

We have also integrated key environmental, labour, and human rights provisions into the contracts of 85% of our targeted suppliers. These inclusions are critical for maintaining alignment with global compliance standards while strengthening accountability and ethical practices across our supply chain.

Recognizing the growing importance of ESG considerations, we have completed ESG audits for 68% of our targeted suppliers, with a strong focus on social dimensions such as labour

conditions and community impact. In addition to desk-based assessments through detailed questionnaires, we have also carried out on-site ESG audits with the same 55% of suppliers. These close evaluations offer deeper insights into supplier operations and help ensure alignment with our sustainability expectations.

To strengthen procurement practices internally, we conduct quarterly capacity-building sessions across all sites. In FY25, 65% of our buyers actively participated in these forums, which focus on embedding ESG elements into procurement decisions. This initiative equips our teams with the knowledge and skills needed to integrate sustainability into every purchase decision.

In parallel, 26.23% of the suppliers assessed have been engaged in capacity-building or corrective action initiatives. This hands-on approach reflects our commitment to addressing challenges identified during assessments and fostering continuous improvement across the supplier base.

Together, these initiatives highlight Optimus steady progress in embedding sustainability into supply chain practices and reinforce our commitment to ethical standards, responsible sourcing, and long-term value creation.

1.5.3 Supplier Risk Assessment

Optimus has institutionalized a structured ESG Risk Assessment and Mapping Framework to strengthen its sustainable supply chain strategy. This framework enables the systematic identification, evaluation, and mitigation of environmental, social, and governance risks across the supplier network.

The ESG risk assessment process is anchored in a comprehensive questionnaire that evaluates suppliers on multiple dimensions, including regulatory compliance, policy implementation, operational practices, and strategic objectives. Each supplier is assessed across the three core ESG themes: environment, social, and governance, with further sub-categories such as certifications, initiatives, goals, and disclosures.

Through this risk mapping approach, Optimus is able to:

- Prioritize supplier development based on risk exposure.
- Design corrective and preventive action plans (CAPA) for high-risk areas.
- Recognize and reward suppliers demonstrating strong ESG performance.
- Integrate ESG metrics directly into procurement and quality assurance processes.

The framework extends beyond compliance monitoring, serving as an input into supplier development programs, corrective action initiatives, and incentive mechanisms. Suppliers identified as high risk are engaged through targeted capacity-building and reassessment cycles, while those demonstrating exemplary ESG practices are acknowledged through recognition and preferential engagement.

By embedding sustainability into supplier evaluation, development, and engagement, this framework reinforces Optimus commitment to responsible sourcing, ethical conduct, and the creation of long-term value across its supply chain.

1.5.4 Stakeholder Engagement and Grievance Mechanism

To ensure transparency and inclusivity in our supply chain practices, we actively seek feedback from supplier employees through structured surveys distributed via email. Alongside this proactive engagement, we have also established a dedicated grievance mechanism that enables workers to raise concerns or share feedback directly with us by contacting **customersupport@sekhmetpharma.com**

1.6. Information Security

In today's digital landscape, cybersecurity is a critical priority for Optimus. We are committed to safeguarding information assets and maintaining strong cybersecurity standards across all levels of our operations.

Our Information Security Policy forms the foundation of this commitment, supported by continuous training delivered through our intranet platform, Tech Genie. The platform hosts interactive modules on a wide range of cybersecurity topics, including identifying and responding to phishing attempts, which remain one of the most common threats. To keep awareness high, we also share bite-sized cybersecurity updates and learning resources through regular email communications. Any new materials or policy updates are promptly communicated to employees through company-wide alerts.

In addition to digital learning, we conduct in-person training sessions that provide practical exposure and opportunities for employees to address real-time concerns. This blended learning approach ensures that all employees are equipped to manage cybersecurity risks in their day-to-day roles.

Cybersecurity vigilance is further reinforced through its integration into our Whistleblower Policy, giving employees a safe and confidential channel to report suspected threats or breaches without fear of retaliation. This promotes transparency and collective accountability for information security across the organization.

We are proud to report that, to date, Optimus has maintained a zero-cybersecurity breach record. This achievement reflects our strong Business Ethics Management framework, which emphasizes integrity, accountability, and proactive risk mitigation. Through regular Vulnerability Assessment and Penetration Testing (VAPT), as well as rigorous internal audits and risk assessments, we ensure that our digital security remains robust and resilient. Looking ahead, we are working toward achieving ISO 27001 certification, a globally recognized standard for information security management systems, further validating our commitment to data security in an evolving threat environment.

Through continuous training, proactive monitoring, strong governance, and a culture of accountability, Optimus remains dedicated to protecting its operations and stakeholders from cybersecurity risks.

2. Environment

Optimus maintains an unwavering commitment to environmental stewardship, ensuring that every aspect of our operations adheres to the highest standards of sustainability. We rigorously comply with emission standards and consistently maintain emissions within legal limits, demonstrating our respect for the environment and the well-being of the communities where we operate.

Our operations strictly conform to all applicable environmental laws, regulations, and directives in the regions where we conduct business. This steadfast compliance is a cornerstone of our operational philosophy, reflecting our dedication to minimizing our ecological footprint. During the reporting period, we are proud to report that we recorded no environmental violations, a testament to our proactive and responsible approach to environmental management. This commitment is further evidenced by our clean record in the reporting year, with no penalties incurred for environmental matters. Such results are not accidental but stem from our comprehensive environmental management system, which continuously monitors, evaluates, and improves our environmental performance.

We view strict compliance with environmental regulations not only as a legal obligation but also as a moral responsibility, as we strive to protect the planet for future generations. Our dedication to environmental excellence is integral to our business strategy, and we remain committed to these principles as we continue our mission to deliver life-saving pharmaceuticals in an environmentally responsible manner.

2.1 Environmental Management System

All our sites are certified under the Environmental Management System (EMS) standard ISO 14001. And all our operational sites assessed on environmental risks. We strictly adhere to EMS implementation across all locations and ensure that 100% of our employees receive continuous training on environmental issues like energy and emissions management, water stewardship, and waste management.

Our dedicated environmental risk assessment teams conduct thorough, site-specific analyses to identify and mitigate potential risks to surrounding ecosystems and communities. These assessments form a key part of our broader Environmental, Social, and Governance (ESG) strategy, which integrates sustainable practices into every aspect of our operations. By proactively managing environmental risks, Optimus ensures that our facilities not only comply with all relevant regulations but also go beyond compliance to minimize their ecological footprint. This approach reflects our deep commitment to environmental responsibility and our recognition of the vital role the pharmaceutical industry plays in protecting the planet for future generations.

We remain committed to continuous improvement and regularly review and update our environmental risk management processes to address evolving challenges and opportunities. Our goal is to lead by example in the pharmaceutical industry, demonstrating that operational excellence and environmental sustainability can thrive together.

2.2 Energy

At Optimus, energy management is a core pillar of our sustainability and operational efficiency strategy. We recognize that reducing energy consumption not only helps mitigate greenhouse gas emissions but also delivers measurable cost benefits that strengthen our business performance.

To advance this goal, we have implemented a series of process optimization initiatives and technological upgrades focused on improving energy efficiency across our operations. These include the adoption of energy-efficient equipment and automation systems, the streamlining of production processes to reduce energy waste, and the conduct of regular energy audits to identify additional opportunities for improvement. Together, these initiatives have helped reduce our environmental footprint while enhancing operational efficiency, reflecting our commitment to responsible energy use and alignment with national and global climate goals.

At Optimus, we are committed to sustainability and reducing our environmental footprint. We have installed solar panels for street lighting across our facilities, contributing to energy efficiency in our operations. Additionally, we are extending our sustainability efforts with the construction of a captive solar plant on our **12-acre land**. This initiative will significantly enhance our capacity to generate clean energy, supporting our long-term sustainability goals and reinforcing our commitment to fostering a greener future for our operations and the communities we serve.

Optimus has also taken decisive steps toward the adoption of renewable energy sources. This transition demonstrates our strong commitment to environmental responsibility and our long-term sustainability objectives. By directing investments into clean energy, Optimus is not only contributing to global efforts against climate change but also positioning itself as a leader in responsible energy management within the pharmaceutical sector.

Electricity Consumption	Unit	FY 23	FY 24	FY 25
Non-Renewable Electricity	kWh	2,73,85,394	2,43,69,255	2,28,41,954
Renewable Electricity	kWh	-	-	486
Total Electricity Consumption	kWh	2,73,85,394	2,43,69,255	2,28,42,440

2.2.1 Energy efficiency initiatives

Optimus has undertaken a comprehensive transformation to advance sustainability, reflecting a strong commitment to environmental responsibility through the adoption of targeted energy efficiency programs. The company has launched a series of measures aimed at reducing overall energy consumption while improving operational performance. In FY25, the total energy consumption stood at **2,59,605 GJ**, underscoring the scale of operations and the importance of continuous efficiency improvements. These programs are supported by a modern energy management system that leverages intelligent technologies to track and evaluate energy usage patterns, driving ongoing optimization and fostering a culture of conservation across the organization.

To further improve energy efficiency and reduce environmental impact, Optimus implemented a series of targeted initiatives across its facilities. Key actions included the installation of an evaporative condenser for the brine chiller, resulting in annual savings of 1,46,124 KWH, and the

replacement of steam jet ejectors with Ital vacuum pumps, saving 1,71,528 KWH annually. Optimization of blower systems, such as LTDS blower RPM reduction, contributed to additional savings of 38,188 KWH, while boiler efficiency enhancements led to fuel cost savings of ₹26.18 lakhs per year. The company also replaced oversized pumps with Desmi energy-efficient models, saving 66,564 KWH, and increased the chiller temperature set point, yielding 1,28,819 KWH in energy savings. Automation of the 6.0 TPH boiler further reduced fuel consumption and saved 37,360 KWH annually. Additionally, switching from purified to potable water for intermediate batches resulted in cost savings of ₹35.55 lakhs, and the use of energy-efficient motors and optimized pump replacements delivered further reductions in power usage. Collectively, these initiatives underscore Optimus commitment to sustainable, resource-efficient, and cost-effective operations.

SL. No.	Description of Initiative	Benefit
1	Evaporative Condenser for Brine Chiller	Saved 1,46,124 KWH annually
2	Ital vacuum pump installed in place steam jet ejector	Saved 1,71,528 KWH annually
3	LTDS Blower RPM Reduced	Saved 38,188 KWH annually
4	3.0 TPH Boiler efficiency increased	Saved Rs. 26.18 Lakhs of fuel annually
5	LTDS 5.0 HP Blower RPM Reduced	Saved 5,533 KWH annually
6	Replaced the existing 30 HP & 20 HP-01 with capacity 180 M3/Hr pump to Desmi Pump 25 HP-01 with capacity 150 M3/Hr	Saved 66,564 KWH annually
7	180 TR Chiller Temperature set point increased from 7.2 to 12.0 DegC	Saved 1,28,819 KWH annually
8	Automation installed for 6.0 TPH Boiler	Saved Rs. 26.18 Lakhs of fuel annually Saved 37,360 KWH annually
9	Potable water in place of Purified water for Intermediate batches.	Saved Rs. 35.55 Lakhs of cost annually
10	Energy efficient motors installed in place of Rewinding motors	Saved 12,882 KWH annually

2.3 Emissions

Optimus places strong emphasis on emission management as a cornerstone of its sustainability strategy. Recognizing the significant impact of emissions on the environment and their role in climate change, the company has adopted a proactive approach to reducing its carbon footprint. A key focus has been the integration of renewable energy sources into operations. By investing in solar power installations, Optimus is reducing its reliance on fossil fuels while contributing to the generation of clean energy. This transition aligns with global sustainability goals and underscores

Optimus commitment to responsible environmental practices. These efforts are expected to substantially lower greenhouse gas emissions, strengthen the company's sustainability profile, and set a positive example within the pharmaceutical industry.

We have also established a robust greenhouse gas (GHG) management framework, supported by a specialized team dedicated exclusively to developing and implementing effective GHG reduction strategies. This team operates with a dedicated budget, ensuring that financial resources are specifically allocated to initiatives aimed at minimizing the company's carbon footprint. To reinforce accountability and drive performance, Key Responsibility Areas (KRAs) related to GHG reduction targets have been integrated into the performance evaluation metrics of relevant leadership and operational teams. This alignment ensures that climate action is embedded into day-to-day decision-making and long-term strategic planning.

Emissions	Unit	FY 23	FY 24	FY 25
Scope 1	tCO2e	18,287	10,057	12,189
Scope 2	tCO2e	13,284	17,302	16,606
Scope 3	tCO2e		692	20,864

Note: Scope 3 emissions for FY24 were calculated based on three categories, whereas for FY25, eight categories were considered.

Boiler Fuel Switch from Coal to Biomass

As part of its broader commitment to renewable energy adoption, Optimus Private Limited has undertaken a strategic transition from coal to biomass fuels in its boiler operations. This fuel-switching initiative is a key element of the company's emission reduction strategy, aimed at lowering the carbon intensity of its manufacturing processes.

Optimus has replaced high-carbon coal with biomass alternatives such as briquettes and rice husk, which are not only renewable but also significantly less polluting. These fuels are sourced sustainably and contribute to a circular economy by utilizing agricultural residues that would otherwise go to waste.

In parallel, the company continues to invest in energy efficiency improvements across its production lines, further amplifying the impact of its fuel-switching efforts. These combined actions have led to measurable reductions in greenhouse gas emissions and enhanced overall environmental performance.

All outcomes from this initiative are systematically documented and analyzed, ensuring transparency and accountability in Optimus sustainability reporting. This approach reflects the company's dedication to continuous improvement and its journey toward a greener, more sustainable future.

2.3.1 Emission Monitoring Scope 1 and Scope 2

At Optimus, we began tracking and reporting Scope 1 and Scope 2 greenhouse gas (GHG) emissions at the corporate level in FY 2023, in line with the GHG Protocol. Using FY 2023 as our baseline, we have committed to an ambitious target of reducing emission intensity by 62% by 2030. Also we have internal absolute emission reduction year-on-year targets till 2030. Emission

data is updated annually through a structured GHG inventory process to ensure consistency, transparency, and accountability.

All GHG emissions are verified by a credible third party, reinforcing the accuracy and robustness of our methodology. Our latest assessment shows strong progress toward this goal and indicates that we are ahead of schedule, driven by the effectiveness of our energy efficiency initiatives and low-carbon strategies. These findings are shared regularly with internal stakeholders, enabling informed decision-making and strengthening our collective commitment to sustainability.

Emissions - FY 25	tCO2e
Scope 1 Emissions (MTCO2e)	12,189
Scope 2 Emissions (MTCO2e)	16,606
Biogenic Emissions (MTCO2e)	4,692

2.3.2 Scope 3 Emissions

As part of our commitment to climate responsibility and transparent disclosure, Optimus assesses and reports greenhouse gas (GHG) emissions across the entire value chain, including Scope 3 emissions, which represent indirect emissions outside our direct operations. These emissions are evaluated in accordance with the GHG Protocol's 15 defined categories and cover both upstream and downstream activities. This comprehensive assessment enables us to identify high-emission areas, prioritize reduction efforts, and align with leading global frameworks such as the GHG Protocol and the Science-Based Targets initiative.

Our Scope 3 emissions encompass a wide range of upstream activities, including purchased goods and services, capital goods, upstream transportation, waste generated from operations, fuel- and energy-related activities, business travel, and employee commuting. On the downstream side, they primarily cover logistics and distribution activities beyond our operational control. To provide context and ensure transparency, we also track total gross annual revenue, allowing us to relate emissions performance to business growth and productivity.

Category	tCO2e
Total Gross Scope 3 GHG Emissions	20,864
– Total Gross Scope 3 Upstream Emissions	20,288
– Total Gross Scope 3 Downstream Emissions	576

2.4 Water management

At Optimus, we recognize the critical importance of water as a natural resource and its essential role in our manufacturing processes. As part of our commitment to sustainability, we have adopted Zero Liquid Discharge (ZLD) systems at our facilities, ensuring that all wastewater is treated and fully recycled. This initiative significantly reduces environmental impact and lowers dependence on external water sources, thereby strengthening long-term water security. In FY25, we successfully recycled 42,520kL of water, resulting in a 12% reduction in freshwater withdrawal.

Our water management strategy extends beyond ZLD and incorporates the reuse of treated water for non-potable applications across operations. A key highlight in FY25 was increase in water recycling percentage from 51% to 53%, saving 5,400 KL by enhancing plant-level recycling

methodologies. These efforts not only reduce reliance on external freshwater sources but also reinforce our commitment to sustainable resource utilization and responsible industrial practices.

As part of our broader sustainability and Business Ethics Management framework, we have also implemented cooling systems that operate with reduced or recycled water consumption, significantly improving water efficiency. For example, Condensate, which is clean water vapor generated from our Multiple Effect Evaporator (MEE), undergoes further treatment in the Reverse Osmosis (RO) plant. The purified RO water is then recycled to meet the cooling needs of process equipment, including pumps connected to the heating unit (calendria) and the stripper unit. This initiative has reduced high-salinity wastewater (HTDS effluent) by 360 kilolitres per day, minimizing environmental impact while lowering the demand for freshwater resources.

Additionally, Optimus has implemented rainwater collection tanks during the reporting year, further reducing reliance on freshwater sources and enhancing our resilience in water-stressed regions. By integrating recycling and conservation measures into our operations, we continue to demonstrate our commitment to sustainable water stewardship and responsible resource management.

As part of our Zero Liquid Discharge (ZLD) strategy, Optimus employs advanced treatment technologies including Biological Treatment, Reverse Osmosis, and Evaporation to ensure complete removal of contaminants from wastewater. A key focus of this process is the effective elimination of Active Pharmaceutical Ingredients (APIs), thereby preventing their release into the environment and safeguarding groundwater quality. Additionally, our ZLD operations reduce the moisture content in waste, enhancing handling efficiency and enabling precise quantitative tracking for regulatory compliance. These measures reflect our commitment to sustainable water stewardship and environmental protection. To further safeguard water resources, Optimus conducts periodic groundwater monitoring to assess and ensure that its operations do not adversely impact local aquifers, reinforcing its commitment to sustainable water stewardship and environmental compliance.

This report has been developed in collaboration with an esteemed third-party organization, which conducted a comprehensive assessment of our environmental practices and water management strategies. Their expertise has been invaluable in identifying areas for improvement and implementing effective measures to enhance our sustainability efforts. Among the key recommendations was the adoption of a Zero Liquid Discharge (ZLD) system, which we have successfully integrated into our operations. This system ensures that all wastewater generated is treated and reused within our processes, thereby eliminating liquid waste and minimizing our environmental footprint. By partnering with a reputable third-party organization, we are committed to continuous improvement in our sustainability practices and ensuring compliance with industry standards.

Water	Unit	FY 23	FY 24	FY 25
Water withdrawal	kL	2,08,174	1,58,566	1,39,513
Water recycled and reused	kL	41,306	41,132	42,520
Total Water Consumption	kL	2,49,480	1,99,698	1,82,033

2.4.2 Water efficiency initiatives

Optimus is dedicated to fostering sustainability and responsible resource management in all aspects of our operations. As part of our commitment to environmental stewardship, we have implemented a series of innovative water management initiatives aimed at reducing water consumption, enhancing recycling, and minimizing effluent generation.

Water Management Initiatives:

1. Effluent Treatment Plant (ETP):

At Optimus, we have established a state-of-the-art Effluent Treatment Plant (ETP) that plays a crucial role in treating wastewater generated from our manufacturing processes. The ETP ensures that effluents are treated to meet regulatory standards before being discharged, thereby minimizing our environmental impact. This facility not only helps in maintaining compliance but also supports our goal of achieving Zero Liquid Discharge (ZLD).

2. Zero Liquid Discharge (ZLD):

Our commitment to ZLD is reflected in our operational practices, where we strive to eliminate liquid waste. By recycling and reusing treated water within our processes, we significantly reduce the volume of wastewater generated. This initiative not only conserves water but also contributes to the sustainability of our operations.

3. Rainwater Collection Tanks:

At Optimus, we have implemented an effective rainwater harvesting system that plays a crucial role in our water management strategy. The rainwater collection tanks are designed to capture the first cut of rainwater, which is often the most contaminated due to the accumulation of debris and pollutants on surfaces. To ensure the quality and safety of this harvested rainwater, we treat it in our state-of-the-art Effluent Treatment Plant (ETP). This treatment process removes impurities and contaminants, allowing us to utilize the treated rainwater for various non-potable applications, such as irrigation and cooling. By integrating rainwater harvesting with our ETP, we not only conserve valuable water resources but also contribute to the sustainability of our operations and reduce our reliance on groundwater sources. This initiative reflects our commitment to responsible water management and environmental stewardship.

4. Water Recycling and Reuse:

Optimus has made significant strides in increasing our water recycling capabilities. By treating and reusing water from our processes, we have improved our water recycling percentage, thereby reducing the demand for fresh water sources. This practice is essential for our sustainability goals and ensures that we make the most of the water we utilize.

5. Community Engagement:

We believe in the importance of community engagement and education regarding water conservation. Optimus actively participates in local initiatives aimed at promoting sustainable water practices within the community. By collaborating with local organizations, we aim to raise awareness and encourage responsible water usage among residents.

6. Control Measures to Prevent Contamination of Groundwater

Optimus has implemented a comprehensive set of control measures to prevent groundwater contamination as part of its environmental stewardship. All operational sites are equipped with state-of-the-art Zero Liquid Discharge (ZLD) systems, ensuring that 100% of wastewater is treated and recycled, eliminating any discharge into the environment. The company also operates advanced Effluent Treatment Plants (ETPs) and Multiple Effect Evaporators (MEEs) to treat high-salinity effluents, with condensate reused in cooling systems. Additionally, rainwater harvesting systems are in place, and treated rainwater is utilized for non-potable applications. These initiatives are supported by regular environmental risk assessments, third-party audits, and continuous monitoring, reinforcing Optimus's commitment to protecting groundwater resources and maintaining regulatory compliance.

SL. No.	Initiative Description	Description	Total Quantity (in KL)	Total Saving (in Crores)
1	Reduction in Regeneration Effluent (HTDS)	Optimized process by reducing RO regeneration water sent to MEE and changing the RO feed water source from tanker water to Mission Bhagiratha, resulting in a reduction of 1,030.5 KL and a cost saving of ₹1,648,800.	1,227.5	0.16
2	Reduction of HTDS Effluents	Utilized ATFD washings from RO-II rejects instead of MEE condensate water, saving 360 KL and resulting in a cost saving of ₹576,000.	360	0.0576
3	Raw Water Consumption Reduction	Used ETP and RO permeate water for boiler feed, saving 1,150 KL and resulting in annual savings of ₹15,000.	1,150	0.015
4	RO Reject Water Reuse	Reused RO reject water for gardening, washrooms, cooling towers, and scrubbers, saving 3,305 KL.	3,305	0.16
5	Rainwater Collection Tanks	Installed rainwater collection tanks with a capacity of 20 KL at the main gate, saving 40 KL for gardening use.	40	0.00056
6	Increase in Water Recycling	Increased water recycling percentage from 51% to 53%, saving 5,400 KL.	5,400	0.034

7	Domestic Water Consumption Reduction	Reduced domestic water consumption in the canteen from 12 KL to 7 KL, saving 1,825 KL.	1,825	0.12
8	Recycled Water Usage	Used RO-II permeate water for the chemical dosing system, saving 1,095 KL.	1,095	0.0007
9	Sewage Water Consumption Reduction	Installed a device in faucets to reduce sewage water consumption, saving an additional 1,095 KL.	1,095	0.0007
10	HSRO Reject Water Reuse	Transferred HSRO reject water to cooling towers, saving 1,823 KL.	1,823	0.0292

2.5 Waste Management

At Optimus, responsible waste management is a cornerstone of our sustainability strategy. Recognizing the importance of efficient waste disposal and resource recovery in the pharmaceutical sector, we have implemented an integrated waste management program aimed at reducing landfill contributions and maximizing material reuse. Our operations emphasize source-level waste segregation, allowing for the effective recycling of materials such as plastic, glass, and paper. These materials are processed through certified recycling partners, reducing dependence on virgin resources and minimizing our environmental footprint.

To further mitigate exposure to hazardous substances, Optimus has introduced job-specific work instructions and maintains detailed installation records of safety enclosures to limit direct contact with chemicals. Ventilation and extraction systems are in place in high-risk areas to ensure safe air quality, while job rotation and work adjustment procedures are applied where relevant to reduce prolonged exposure. Employees working with chemicals are provided with digital safety materials, preventive instructions, and regular training to reinforce safe handling practices and ensure compliance with occupational health standards.

Beyond conventional recycling, we have adopted co-processing as a sustainable waste treatment solution. This process allows certain pharmaceutical waste streams to be used as alternative fuel or raw material in industrial applications such as cement manufacturing. By replacing fossil fuels with waste-derived energy, Optimus contributes to responsible management of non-recyclable waste while supporting emission reductions in line with our broader waste-to-energy strategy and low-carbon goals.

We maintain a robust system for waste inventorization, categorizing each stream—hazardous, recyclable, or general—based on its point of generation and disposal method. Traceability and compliance are ensured through partnerships with authorized third-party recyclers and disposal providers. All hazardous waste is managed exclusively through licensed recyclers or Treatment, Storage, and Disposal Facilities (TSDFs), with partners required to provide documentation on treatment methods and final disposal sites. This ensures full transparency and accountability throughout the waste management cycle.

In addition to these measures, we have implemented Sustainable Resource Solutions (SRS) to optimize our resource utilization and reduce waste generation. We utilize eco-friendly packaging solutions, including poly bags, carboys, and drums, to minimize plastic waste, and we ensure

that packaging waste is sent to authorized recyclers for safe and compliant disposal. Our organic waste management system transfers organic waste to the cement industry, contributing to the production of alternative fuels and reducing reliance on fossil fuels. Furthermore, our condensate recovery system captures and reuses condensate generated during our processes, enhancing water efficiency and supporting our sustainability goals.

Optimus also integrates broader environmental sustainability measures, including the use of waste heat recovery systems, combined heat and power units, and the reuse of recovered input materials to reduce resource consumption. We have established robust environmental emergency preparedness protocols to minimize potential risks and ensure swift response. Hazardous substance management is enforced through strict procedures for labeling, storage, handling, and transportation in accordance with regulatory requirements. Standard operating procedures (SOPs) are in place to ensure safe handling and transport of hazardous materials and equipment. Hazardous materials are clearly labeled with appropriate hazard symbols and safety data, stored securely in ventilated areas, and transported through certified carriers. Employees undergo regular training on safe handling and management of hazardous substance, personal protective equipment (PPE) use, and emergency response protocols.

Hazardous substances are treated and disposed of only through authorized channels, minimizing risks to the environment and human health. Waste is segregated using color-coded bins to prevent cross-contamination, and stored in dedicated, secure rooms with clear signage and restricted access. A structured disposal mechanism is in place for each type of waste, ensuring segregation, treatment, and disposal through authorized channels. Waste mapping has been conducted to identify sources, types, and volumes, enabling targeted interventions. Disposal is carried out through authorized recyclers, with transboundary movement strictly limited to cases aligned with environmentally sound management principles. Also, employees trained on waste management including waste reduction, waste sorting.

A zero waste-to-landfill strategy has been developed, prioritizing recycling, reuse, and recovery to minimize environmental impact and promote sustainable waste management. We operate our ZLD (Zero Liquid Discharge) plant using a comprehensive approach that begins with the segregation of effluent streams. Through advanced treatment technologies including Biological Treatment, Reverse Osmosis, and Multiple Effect Evaporation we remove contaminants and recover reusable water. A key priority is the removal of Active Pharmaceutical Ingredients (APIs) to prevent their release into the environment. Additionally, our effective ZLD operations reduce the moisture content in waste, improving handling efficiency and enabling accurate quantitative tracking for regulatory compliance. Around 80% of total waste from company operations diverted from landfills.

These integrated measures reflect Optimus unwavering commitment to environmental protection, operational safety, and regulatory compliance, reinforcing our role as a responsible and sustainable pharmaceutical manufacturer.

Waste	Unit	FY 23	FY 24	FY 25
Hazardous Waste Generated	MT	2227	2422	1365
Non-Hazardous Waste Generated	MT		124	719
Total Waste Recycled & Co-processed	MT		124	1677

2.5.1 Environmental Emergency Measures

At Optimus, we prioritize the safety of our employees and the environment through comprehensive environmental emergency measures related to material and chemical management. Our proactive approach includes the following key components:

1. Standard Operating Procedures (SOPs): We have established detailed SOPs that outline safe handling, storage, and disposal practices for hazardous materials. These procedures are designed to minimize risks and ensure compliance with regulatory requirements.

2. Regular Training: To reinforce our commitment to safety, we conduct regular training sessions for employees on the proper handling of hazardous materials, emergency response protocols, and the use of safety equipment. This training ensures that all staff members are well-prepared to respond effectively to any environmental emergencies.

3. Pre-Startup Safety Assessments: Before commencing operations, we perform thorough pre-startup safety assessments to identify potential hazards associated with material handling and chemical processes. This proactive measure allows us to address any risks before they can impact safety or the environment.

4. Chemical Spill Preparedness: In the event of a chemical spill, we are equipped with spill control kits strategically placed throughout our facilities. These kits contain essential materials for immediate response, helping to contain and clean up spills quickly to minimize environmental impact.

5. Closed Additions: To reduce the risk of spills during the transfer of hazardous materials, we utilize **closed addition systems**. This method minimizes exposure and enhances safety during material handling processes.

6. Secondary Containment:

We implement secondary containment measures for all hazardous materials storage areas. This additional layer of protection ensures that any leaks or spills are contained, preventing contamination of the surrounding environment.

Through these environmental emergency measures, Optimus demonstrates its commitment to safeguarding both employee safety and environmental integrity. Our ongoing efforts in material and chemical management reflect our dedication to responsible practices and compliance with environmental regulations.

2.5.2 Management of Expired/Unused Medicine

Optimus follows a rigorous approach to the safe and environmentally responsible disposal of expired or unused medicines. In line with regulatory requirements and our sustainability objectives, we partner with authorized co-processing facilities to ensure these products are

managed through safe and compliant channels. Expired pharmaceuticals are carefully segregated and directed through a transparent disposal process that minimizes environmental risks and aligns with national waste management norms.

In FY25, we directed 7.32 metric tonnes of expired medicines out of our 1695.56 MT of total hazardous waste to co-processing facilities. This demonstrates our continued commitment to reducing ecological impact while upholding the highest standards of responsible waste management and advancing safe, effective healthcare delivery.

2.5.3 Solvent Recovery System

Optimus has demonstrated a strong commitment to sustainability and cost efficiency through the implementation of an advanced solvent recovery system. This initiative enables the precise separation of mixed solvents into their pure components, allowing for effective recycling of materials that would otherwise be discarded. By leveraging this technology, Optimus has significantly reduced its environmental footprint by recovering and reusing solvents within the manufacturing process. The recovered solvents are meticulously tested for purity before being reintegrated into production, reducing the need for fresh solvent procurement. This approach conserves valuable resources, generates substantial cost savings, and supports the company's broader environmental goals.

The solvent recovery system exemplifies Optimus proactive efforts to minimize waste and promote a circular economy within the pharmaceutical industry. Through these measures, the company continues to set industry benchmarks for ecological stewardship and operational excellence. In FY 2024–25, we reused approximately 4496.2 MT of recovered solvents in our processes, significantly minimizing the consumption of fresh solvents in manufacturing.

2.6 Biodiversity

At Sekhmet, biodiversity is a core pillar of our sustainability strategy, and Optimus contributes to this vision through responsible operational practices and conservation initiatives. We recognize the essential role biodiversity plays in maintaining ecological balance and ecosystem resilience, and we remain committed to its preservation and enhancement across our activities.

In line with environmental regulations and global best practices, we consistently monitor and manage our operations to minimize impact. Key initiatives include habitat restoration, biodiversity-conscious land use planning, and actions to reduce pollution and waste. We also collaborate with local communities and authorities to support biodiversity-focused projects that extend positive impacts beyond our facilities.

To date, Optimus has planted more than 4,190 trees and has set a goal of planting an additional 5,000 over the next five years. Importantly, none of Optimus facilities are located near ecologically sensitive zones, further reducing potential risks to natural ecosystems.

2.7 Air Pollution Management

At Optimus, we are committed to reducing our environmental impact, with air quality management forming a central part of our sustainability and social responsibility agenda. Our manufacturing units are equipped with boilers fitted with bag filters, advanced filtration systems

that effectively capture particulate matter and pollutants during combustion, ensuring cleaner emissions in compliance with environmental standards.

To further limit air pollution, we have implemented several key actions, including:

- **Scrubbers:** These systems are employed to remove harmful gases and particulates from exhaust streams, ensuring that emissions meet stringent regulatory requirements.
- **Bag Filters:** Advanced filtration systems that capture particulate matter effectively, minimizing the release of pollutants into the atmosphere.
- **Cyclone Separators:** Used to separate larger particles from the air stream, enhancing the efficiency of our air pollution control systems.
- **Dust Collectors:** Installed to capture dust generated during manufacturing processes, reducing airborne particulate matter.
- **Air Handling Units (AHUs):** Designed to improve indoor air quality by filtering and conditioning the air, ensuring a healthier environment for our employees.
- **Water Spraying on Coal Ash:** This practice helps to suppress dust emissions from coal ash, further contributing to cleaner air quality.
- **Indoor Air Quality Sensors:** These sensors continuously monitor air quality within our facilities, allowing us to take proactive measures to maintain a healthy working environment.
- **Energy-Efficient HVAC Systems with HEPA Filters:** Our HVAC systems are designed to optimize energy efficiency while effectively filtering out airborne contaminants, enhancing indoor air quality.
- **Green Belt Development:** We have developed green belts around emission sources and boundary walls, which serve as natural barriers to absorb pollutants and improve air quality in surrounding areas.

Additionally, we have adopted double-stage condensing systems that capture and recover volatile organic compounds (VOCs) from production processes. These systems significantly reduce the release of harmful pollutants, while the two-stage design enhances recovery efficiency, supporting both environmental sustainability and operational cost-effectiveness.

We conduct periodic assessments of major air pollutant levels through ambient air quality monitoring, carried out every six months, to ensure compliance with regulatory norms and to proactively manage potential impacts. The most recent survey conducted in February 2025 confirmed that concentrations of key pollutants, including PM₁₀, SO₂, and NO₂, remained well within the permissible limits prescribed by the relevant Pollution Control Board. Stack emissions from monitored sources, including boilers and DG sets, also complied with regulatory standards.

These results validate the effectiveness of our Air Pollution Control (APC) measures and reinforce our commitment to maintaining a clean and compliant operational environment. To ensure continued compliance and proactive environmental stewardship, Optimus will continue

conducting ambient air quality and stack emission monitoring at regular intervals, in line with regulatory requirements and internal sustainability objectives.

Air Pollutants	Unit	FY 24	FY 25
SOx	MT	6	74.9
NOx	MT	6	69.56
PM	MT	4	21.23
Total	MT	16	165.7

2.8 Noise Pollution Management

At Optimus, addressing noise pollution is an important part of our broader environmental and social responsibility agenda. To support this, we have implemented a structured monitoring system to track noise levels periodically across all sites. Using advanced sound level meters and vibration analysis tools, we regularly evaluate ambient sound conditions. These assessments ensure that we remain well within the permissible noise limits defined by regulatory authorities, reducing auditory disturbances for employees as well as surrounding communities.

Routine noise audits also enable us to detect early signs of equipment wear or failure, allowing timely maintenance that contributes to safer and more efficient operations. In addition to monitoring, we have invested in upgrading the acoustic environment at our facilities. Measures such as installing sound dampening panels and noise barriers, particularly around DG sets, have helped limit the spread of industrial noise. These initiatives not only ensure compliance with regulatory norms but also promote a quieter and more comfortable workplace, reinforcing our commitment to environmental stewardship and community well-being.

2.9 Odour Management

Odour control is an integral part of Optimus environmental management practices and plays a key role in maintaining positive relationships with surrounding communities. In line with regulatory requirements and stakeholder expectations, we have implemented a range of measures to minimize odour emissions from our operations.

We do not use any odorous substances in our processes, and to further enhance our odour management efforts, we have installed PIION odour suppression systems. Central to these efforts are advanced scrubber systems and vent condensers strategically installed across our facilities. The scrubbers capture and neutralize odorous gases through chemical or physical absorption, ensuring that emissions comply with both statutory and internal standards. Vent condensers aid in recovering volatile organic compounds (VOCs), which not only reduces odour but also supports our commitment to resource recovery and circularity. Additionally, biofilters are employed to control odours generated during plant operations, creating a cleaner and more community-friendly environment.

Systematic odour monitoring, combined with these technological interventions, has significantly reduced emission-related complaints from nearby communities, underscoring the effectiveness of our approach. Our continued investment in odour control systems reflects Optimus broader commitment to environmental performance, community well-being, and stakeholder trust.

2.10 Product Quality and Safety

At Optimus, we prioritize the health and well-being of our customers, maintaining an unwavering commitment to product quality and safety. Our rigorous quality control processes, aligned with Good Manufacturing Practices (GMP), ensure that every product we manufacture exceeds industry standards. Through thorough testing at every stage of production, we affirm the consistency, stability, and potency of our pharmaceuticals. Regular audits and continuous process improvement within our comprehensive quality assurance program reflect our dedication to excellence.

In line with our principles of transparency and accountability, we conduct extensive internal analyses, led by multidisciplinary teams, to evaluate the health impacts of our products and services. These evaluations help identify and mitigate potential risks, ensuring compliance with both regulatory and industry standards. Our precautionary risk management approach enables immediate corrective actions where necessary, strengthening product safety and enhancing consumer awareness. To maintain the highest production and service standards, we enforce stringent quality control protocols and provide regular health and safety training for our employees. We also extend our commitment to customers by offering detailed information on proper product usage, potential health impacts, and safety guidelines. Open dialogue with stakeholders ensures our practices adapt to the evolving landscape of health and safety in the industry.

Our customer-centric approach is further exemplified by our awareness programs, which empower consumers to use our products safely and responsibly. These programs include informational materials, expert-led workshops and webinars, and a responsive customer service team to address health and safety concerns. This initiative fosters trust and promotes a culture of safety that aligns with our broader sustainability goals. We also maintain a robust feedback mechanism, allowing customers to report any health or safety incidents. This system drives continuous improvement and strengthens our risk management practices. We are proud to report zero product recalls.

During the reporting year, underscoring our relentless focus on safeguarding customer health and safety. Our holistic approach to health and safety remains a cornerstone of our business ethos, affirming our resolve to deliver products and services that positively contribute to societal well-being.

2.10.1 Responsible Product Use

At Optimus, we place strong emphasis on the responsible and safe use of our pharmaceutical products, going beyond regulatory compliance to ensure transparency and safeguard customer well-being. All products are clearly labelled with detailed composition and comprehensive usage instructions, complemented by Safety Data Sheets (SDS) that provide information on potential hazards, handling protocols, and emergency measures. We ensure 100% customer participation in safety training programs focused on safe product usage. These sessions include detailed awareness on Certificate of Analysis (CoA), Safety Data Sheets (SDS), and product labelling

requirements. Regular customer meetings are conducted to reinforce safe handling practices and regulatory compliance.

We actively engage with healthcare professionals and end users to promote best practices for safe handling, storage, and application. A formal risk assessment framework, guided by internal policies, is in place to proactively identify and mitigate health and safety risks. Our emergency preparedness and response measures also include a structured product recall protocol, though no recalls occurred during the reporting year. These practices reflect our commitment to ethical product stewardship and our responsibility to protect patient health through transparent, safe, and accountable operations.

2.10.2 Product End-life Management

Optimus acknowledges the environmental responsibility associated with the lifecycle of pharmaceutical products. To address this, we have implemented a structured end-of-life product management program that emphasizes safe and environmentally responsible disposal practices. Our approach is regularly evaluated and enhanced in line with industry best practices, reflecting our broader commitment to sustainability and responsible product stewardship.

2.10.3 Chemical Management

Optimus is fully aligned with the principles of the REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) regulation, and we are proud to report that none of the chemicals used in our operations fall under the restricted or hazardous categories defined by REACH. We uphold a strict chemical management policy that ensures every substance used in our processes is carefully evaluated for safety, compliance, and environmental impact.

By proactively avoiding the use of REACH-regulated chemicals, we strengthen our commitment to safe manufacturing practices, worker health, and environmental sustainability. This approach forms an integral part of our broader strategy to maintain the highest standards of chemical stewardship and regulatory compliance across all operational areas.

As part of our commitment to chemical safety and process optimization, we have implemented fuel switching and process modifications to reduce chemical hazards. High-risk substances such as sulfuric acid (H_2SO_4) have been replaced with less hazardous alternatives like Hydrochloric acid (HCl), and highly flammable chemicals have been substituted with lower flammability options. These proactive measures enhance workplace safety, reduce environmental impact, and support regulatory compliance.

2.10.4 Life Cycle Assessment

As part of our sustainability strategy, Optimus has undertaken a detailed Life Cycle Assessment (LCA) and we use it as an analytical tool for its key Active Pharmaceutical Ingredient (API) products for assessing the environmental impacts associated with it over its lifecycle. This assessment, conducted in alignment with ISO 14044 and ISO 14064-1 standards, provides a product-level carbon footprint by quantifying the Global Warming Potential (GWP) in kilograms of CO_2 -equivalent per ton of product. We use product life cycle analysis approach to assess the carbon footprint of our processes, operations, products, and services. This methodology

supports the development of targeted action plans aimed at reducing greenhouse gas (GHG) emissions and advancing sustainability goals.

The LCA covered a cradle-to-grave analysis of new and existing APIs, evaluating environmental impacts across every stage—from raw material extraction to manufacturing, distribution, use, and end-of-life disposal. Internationally recognized methodologies such as TRACI, ReCiPe, and OpenLCA were applied, supported by primary data from our facilities and secondary data from global databases such as ecoinvent.

To further enhance environmental performance, Optimus has implemented process optimization strategies that have delivered measurable reductions in material consumption across key API production lines. These include the deployment of solvent recovery systems, streamlined reaction pathways, and advanced effluent treatment technologies, all of which contribute to reduced raw material usage and improved resource efficiency.

The findings of the LCA validate these efforts, showing significant reductions in Global Warming Potential (GWP), Abiotic Resource Depletion (ADP), and other critical environmental impact categories. These results reinforce our commitment to science-based, data-driven sustainability practices and continuous improvement in product stewardship.

3. Social

Social KPI's:

Our Social Key Performance Indicators (KPIs) reflect Optimus commitment to employee well-being, workplace safety, diversity, and continuous development. These metrics track performance across critical areas such as workforce diversity, occupational health and safety, employee engagement, and training. The data from FY23 to FY25 highlights our sustained efforts to create an inclusive, safe, and growth-oriented workplace. With zero fatalities and injuries, 100% performance appraisal coverage, and steady improvement in employee satisfaction and training hours, we continue to place people at the center of our sustainability strategy.

Social KPI's	Unit	FY 23	FY 24	FY 25
Number of Employees	Nos	1321	1371	1167
Diversity	%		7.9	7.7
Gender pay gap	%		34.95	35.1
Fatalities	Number	0	0	0
Number of days lost due to work injury	Days	0	0	0
LTIFR	One million hrs worked	0	0	0
Average hours of training	hrs		20	22
Employee Satisfaction	%	80	80	85
Employees received Performance appraisal	%	100	100	100
Number of hrs worked	hrs	29,75,986	31,96,764	26,52,958

3.1 Commitment to Employee Well-being and Ethical Conduct

At Optimus, we place strong emphasis on fostering a workplace that upholds ethical conduct and prioritizes employee welfare. Our approach encompasses fair compensation, inclusive benefits, professional development opportunities, and a strict stance against exploitative labour practices. This section highlights our continued efforts to safeguard the well-being of our employees while aligning with responsible and sustainable business practices.

3.1.1 Fair Compensation and Benefits

At Optimus, we ensure that all employees receive compensation that meets or exceeds the minimum wage standards set by the respective state labour departments. For contract employees, pay scales are reviewed regularly to reflect changes in statutory wages and market benchmarks, while also factoring in skills and experience. Our compensation system is fully transparent, with every employee receiving a detailed salary slip that outlines earnings and deductions in accordance with the Payment of Wages Act, 1936. We are firmly committed to the principle of equal pay for equal work, ensuring that employees performing similar roles with comparable responsibilities are compensated fairly and equitably, irrespective of gender, background, or employment type.

Beyond salaries, we provide a comprehensive benefits package that includes medical coverage through a Group Medclaim Policy, accident protection via a Group Personal Accident Policy, and retirement security through participation in the Employee Provident Fund (EPF) scheme.

We place strong emphasis on ensuring that wage levels across our operations not only comply with local minimum wage laws but also reflect fairness and adequacy in the context of prevailing economic conditions. A structured process is in place to review and monitor wages on a recurring basis, considering key factors such as inflation, cost-of-living adjustments, industry benchmarks, and external wage standards.

In line with our human rights commitments and our focus on equitable compensation, Optimus has adopted the principles of living wage as defined by the Global Living Wage Coalition. Based on this framework, we have assessed our compensation practices and identified that over 95% of our employees currently earn a living wage. We are committed to achieving 100% living wage coverage by 2030, reinforcing our long-term dedication to social responsibility and inclusive growth. And also, we commit to continue to pay living wage.

To achieve this goal, Optimus has outlined a set of focused actions.

- We will conduct periodic wage assessments aligned with recognized living wage benchmarks and engage with external experts and stakeholders to validate our methodology, ensuring transparency throughout the process.
- Living wage commitments will be integrated into our broader HR and sustainability strategies, reinforcing alignment across the organization.
- We also intend to collaborate with suppliers and partners to promote living wage practices throughout our value chain.

- Where wage gaps are identified, targeted interventions will be implemented to address regional or role-specific challenges, ensuring fair and equitable compensation for all.

This reflects our proactive approach to supporting the financial well-being of our workforce and our commitment to going beyond regulatory requirements. By ensuring that employees are paid living wages, we reinforce our values of respect, dignity, and social responsibility. This approach not only strengthens employee satisfaction and retention but also fosters a workplace culture that prioritizes fairness and inclusivity.

To further promote equity, we track and disclose compensation ratios. At Optimus, the annual total compensation of our highest-paid employee is 62 times that of the median employee. Our gender pay analysis shows a 35.1% gender pay gap, shaped by our workforce structure of 8.2% women and 91.8% men. This distribution influences compensation outcomes while also highlighting our progress in advancing gender diversity at leadership levels.

Both the compensation ratio and gender pay gap demonstrate our commitment to fostering equity, inclusivity, and shared success. To address this, we will focus on increasing female representation through targeted recruitment, inclusive job descriptions, and partnerships with educational institutions. Additionally, we will conduct periodical pay equity audits to ensure fair compensation for similar roles and performance levels. We continue to review and refine our compensation policies to reinforce these values and ensure alignment with our broader ESG goals.

Two-way communication is another cornerstone of our social performance. We actively promote transparent dialogue across the company through town hall meetings where leadership shares key updates and sustainability milestones, while also inviting employee feedback. At the same time, team-level discussions and suggestion channels encourage bottom-up communication, enabling employees to share ideas and voice concerns directly. This open exchange is critical to driving meaningful ESG outcomes and aligning everyone with our long-term goals.

Optimus is also committed to building a workplace that offers equal opportunities for all, regardless of gender, age, ethnicity, religion, disability, or socio-economic background. Our operational practices include transparent recruitment processes, unbiased performance evaluations, and inclusive career development programs that ensure fair access to growth and advancement. Workforce data is reviewed regularly to identify and address disparities, and we support diversity through targeted training and awareness initiatives. By embedding equality into our policies and practices, we aim to create an environment where every employee feels valued, respected, and empowered to contribute at their fullest potential.

3.1.2 Supporting Work-Life Balance and Growth

At Optimus, we recognize that work-life balance is essential for employee satisfaction, well-being, and productivity. To support this, corporate employees benefit from flexible working hours and a five-day workweek. Our structured onboarding program ensures that new employees gain a clear understanding of company policies and their roles, helping them transition smoothly into the workplace.

Training and upskilling form the foundation of our people development strategy. We provide targeted programs designed to strengthen both technical and behavioural competencies, aligned with Standard Operating Procedures (SOPs) and Good Manufacturing Practices (GMP). Our performance management framework supports a pay-for-performance culture, reinforced by regular reviews and employee engagement surveys that enable continuous growth and development across all levels of the organization.

3.1.3 Performance Evaluation and Career Growth

At Optimus, we follow a structured performance evaluation system designed to assess individual contributions and support continuous development. This framework combines Management by Objectives (MBO) and Key Performance Indicators (KPIs), which together form the foundation for goal setting and performance measurement. Through MBO, employees are assigned clear, tailored objectives that align with organizational priorities, while KPIs provide a measurable way to track progress and ensure accountability.

We are proud to report that 100% of our employees participated in formal performance evaluations during the reporting year. These evaluations form part of an ongoing dialogue between managers and team members, focusing on individual performance, professional growth, and skill development. The process goes beyond reviewing past achievements by helping employees plan for future development, address areas for improvement, and receive personalized guidance. Our approach is designed to empower employees in their growth journey while ensuring their aspirations remain aligned with Optimus long-term strategic direction.

3.1.4 Ethical Labour Practices

At Optimus, we are firmly committed to ethical conduct and workforce welfare, ensuring that human rights are safeguarded across all aspects of our operations. To prevent risks related to child and forced labour, we conduct regular internal audits and adhere to a stringent human rights policy that is fully compliant with applicable laws on minimum employment age. We categorically prohibit all forms of child or forced labour, supported by rigorous age verification procedures and mandatory legal documentation for all hires.

To raise awareness, we deliver regular training sessions on human rights and ethical conduct for all employees. Our policy framework reinforces ethical labour standards and strengthens our commitment to creating a safe, inclusive, and responsible work environment. Grievance redressal mechanisms and our whistleblower policy ensure that any potential violations are reported and addressed promptly and effectively. Occupational health and safety remain a top priority, supported by our ISO 45001 certification. All employees and contractors undergo detailed training on safety, harassment prevention, skill development, anti-corruption, non-discrimination and harassment, diversity, and human rights. During the reporting year, 100% of employees participated in these sessions, reflecting our dedication to building an informed and ethically responsible workforce.

Optimus has embedded robust anti-corruption measures and human rights considerations into its governance practices and supply chain oversight. A dedicated anti-corruption due diligence process is applied to all third-party engagements, ensuring that vendors, partners, and suppliers are thoroughly vetted for compliance and integrity.

As part of our commitment to ethical governance and responsible business conduct, we conducted a comprehensive Corruption Risk Assessment across our operations. This involved a review of internal controls and financial processes, application of anti-corruption policies, and training programs to raise employee awareness. The assessment focused on risks related to bribery, fraud, and unethical practices and confirmed that a whistleblower mechanism is in place to support confidential reporting. The evaluation identified no instances of corruption, reinforcing our zero-tolerance approach and integrity-driven operational framework.

To maintain compliance and strengthen effectiveness, Optimus conducts regular audits of internal control systems and procedures designed to prevent corruption and bribery. In parallel, we also carry out human rights assessments to proactively identify and address risks associated with labour practices, working conditions, and employee welfare. These assessments safeguard against issues such as forced labour, child labour, and human trafficking, underscoring our commitment to human dignity and responsible business conduct. Importantly, we confirm that no cases of child labour, forced labour, discrimination, harassment, human trafficking, or other human rights violations were reported during the reporting year.

3.1.5 Preventing Discrimination and Harassment

Optimus is committed to fostering an inclusive and respectful workplace by actively preventing discrimination and harassment at every stage of employment. Our recruitment processes follow structured, bias-free practices that focus entirely on merit and qualifications. To ensure fairness in professional growth and promotions, we have established transparent evaluation criteria and regularly review decisions to maintain equity and consistency. All employees undergo mandatory training on discrimination and harassment, which includes practical scenarios and guidance on respectful workplace behaviour. These measures are supported by strict policies, a zero-tolerance approach, and clearly defined disciplinary procedures.

To further strengthen our inclusive culture, Optimus encourages employee resource and support groups that are open to all, creating safe spaces for dialogue, peer support, and awareness-building. We also maintain a confidential grievance mechanism and remediation procedure that enables employees to report concerns without fear of retaliation. All complaints are addressed promptly, fairly, and with transparent communication of outcomes. These systems ensure that every employee feels heard, respected, and protected, reinforcing our commitment to dignity, equality, and a safe and inclusive workplace.

3.1.6 Freedom of Association

While Optimus has traditionally operated without formal labour unions, we have always upheld and respected our employees' right to freedom of association. We recognize unionization as a fundamental human right and remain committed to fostering an open, inclusive, and respectful workplace.

Our policies are designed to support constructive dialogue and collective engagement, ensuring that all voices are heard and valued in shaping a fair and sustainable work environment. As part of this commitment, collective bargaining agreements have been established, covering key aspects such as working hours, overtime, leave entitlements, wages, career development,

training, and protection against discrimination and harassment. These measures reinforce transparency, fairness, and equity in our labour practices.

3.1.7 Diversity and Inclusion

At Optimus, our workplace is guided by the principle of equal opportunity and a firm zero-tolerance approach to any form of discrimination. We actively promote diversity across all levels of the organization and have introduced initiatives that specifically support the professional development of women employees. As part of our commitment to transparency and inclusive growth, we provide detailed disclosures on workforce composition for the current reporting period.

We also place strong emphasis on internal mobility as a driver of employee growth and career development. Employees are encouraged to explore new roles and responsibilities within the organization through transparent job postings, skill-based role matching, and internal transfer opportunities. Managers are trained to facilitate career progression discussions, and employees are supported with access to training programs that prepare them for cross-functional roles. These initiatives help us retain talent, enhance engagement, and nurture a dynamic, growth-oriented workplace culture.

Level	Female	Male	Grand Total
Top Management	-	1	1
Senior Management	1	30	31
Middle Management	4	127	131
Junior Management	85	919	1004
Grand Total	90	1077	1167

3.2 Occupational Health and Safety

At Optimus, the health and safety of our employees is of the highest priority, and we are committed to fostering a safe and healthy workplace for all. Recognizing the vital role our workforce plays in our success, we have developed a comprehensive health and safety framework that aligns with leading industry benchmarks and global best practices. Our initiatives include routine safety training programs, ergonomic evaluations, regular employee health check-ups, and the provision of job-specific personal protective equipment.

In our manufacturing process, we implement rigorous safety protocols, including Hazard Identification and Risk Assessment (HIRA) and Hazard and Operability Study (HAZOP) methodologies. These systematic approaches allow us to identify potential hazards and assess risks associated with our operations, ensuring that all necessary checks and quality assurance (QA) measures are followed with utmost care. This proactive stance helps us mitigate risks and enhance the safety of our working environment.

To ensure product integrity and safety, we maintain batch traceability, which guarantees full traceability from raw materials to finished products. This process allows us to monitor and track every component used in our manufacturing, ensuring compliance with safety standards and facilitating quick responses in case of any quality concerns.

Additionally, we utilize tamper-evident packaging for our products, which serves to prevent misuse or contamination. This packaging solution enhances consumer safety by providing visible evidence if a product has been tampered with, thereby reinforcing our commitment to delivering safe and reliable products.

We have established a Health and Safety Committee that collaborates with employees to address safety issues, conduct risk assessments, and build a culture of safety awareness across the organization. In keeping with our focus on continuous improvement, we have also integrated wellness initiatives that prioritize both physical and mental well-being. These include stress-relief sessions, fitness challenges, and access to professional counselling services. Together, these programs underscore our holistic approach to occupational health. We have strategically placed clear and visible safety signs throughout our facilities to highlight areas that may pose risks of injury. These signs serve as constant reminders for employees to adhere to safety protocols and exercise caution in their work environments. By ensuring that safety signage is present and prominent, we aim to reduce the likelihood of accidents and promote a culture of safety.

Regular Training Programs: Our commitment to safety is reinforced through a comprehensive training program that includes:

- **Shop Floor Training:** Regular on-site training sessions are conducted to familiarize employees with safety practices relevant to their specific work areas. This hands-on approach allows for immediate application of safety protocols.
- **Toolbox Talks:** These informal discussions focus on specific safety topics and encourage employees to share insights and experiences. Toolbox talks provide an opportunity to address immediate safety concerns and reinforce safe practices in a collaborative environment.
- **Classroom Trainings:** Structured classroom sessions provide in-depth knowledge on safety procedures, emergency response, and risk management. These sessions ensure that employees are well-equipped to handle various situations and understand the importance of safety in their daily tasks.
- **Virtual Reality (VR) Trainings:** We have incorporated innovative VR training programs that simulate real-life scenarios, allowing employees to practice safety protocols in a controlled environment. This immersive experience enhances understanding and retention of safety practices, preparing employees for real-world applications.

Daily Display of Repetitive Strain Injuries (RSIs): To maintain awareness of potential health risks, we display daily statistics of all RSIs at all units. This initiative encourages employees to remain vigilant about their health and well-being, fostering a culture of proactive injury prevention and promoting discussions around ergonomics and safe work practices.

Emergency Response Plans (ERP): We have established comprehensive Emergency Response Plans to ensure preparedness for various emergency situations. These plans outline clear procedures for employees to follow in the event of an emergency, ensuring a swift and organized response.

Fire Drills and Mock Drills: Regular fire drills and mock drills are conducted to familiarize employees with emergency procedures and evacuation routes. These drills are essential for ensuring that all employees know how to respond effectively in the event of a fire or other emergency, thereby enhancing overall safety preparedness.

Occupational Health Center (OHC): Our Occupational Health Center provides essential health services to employees, including regular health check-ups, first aid, and health education. The OHC plays a vital role in promoting employee well-being and ensuring that health concerns are addressed promptly.

Ventilation and Extraction Systems: To further protect our employees, we have installed effective ventilation and extraction systems in areas where hazardous chemicals are used. These systems help to minimize exposure to harmful substances by ensuring that air quality is maintained and that any potentially hazardous fumes are effectively removed from the work environment.

Job Rotation and Work Adjustment Procedures: We implement job rotation and work adjustment procedures to minimize prolonged contact with hazardous chemicals. By rotating employees through different tasks and roles, we reduce the risk of exposure and promote a healthier work environment.

Safety Instructions for Chemical Handling: Comprehensive safety and preventive instructions are provided for employees working with chemicals. These guidelines outline safe handling practices, emergency procedures, and the proper use of personal protective equipment (PPE), ensuring that employees are well-informed and prepared to work safely.

Hearing Protection: To protect our employees from noise-induced hearing loss, we provide **ear plugs** and **ear muffs** as part of our personal protective equipment. These measures are essential in areas where noise levels exceed recommended limits.

Acoustic Enclosures and Silencers: We have installed **acoustic enclosures** and **silencers** in machinery and equipment to reduce noise pollution in the workplace. These installations help create a quieter working environment, contributing to the overall well-being of our employees.

Monitoring Reports: Regular monitoring reports are generated to assess noise levels and the effectiveness of our noise control measures. These reports enable us to identify areas for improvement and ensure compliance with occupational health standards.

Through these safety awareness and training initiatives, Optimus demonstrates its commitment to creating a safe and healthy workplace for all employees. Our ongoing efforts in safety education not only reduce the risk of injuries but also empower our workforce to take an active role in maintaining a safe working environment. To minimize the risk of Repetitive Strain Injury (RSI), Optimus has implemented preventive measures such as detailed operational instructions and ergonomic guidelines that reduce repetitive motions and poor posture. Dedicated RSI prevention programs, including practical training, workplace adjustments, and digital awareness campaigns, are regularly shared with employees to reinforce safe practices and support early detection of symptoms.

Our safety protocols extend beyond direct employees to include contractors and non-employee personnel working at our sites. This involves tailored safety orientations, provision of personal protective equipment, and role-specific operational guidelines. Contractors are also included in risk assessments and emergency preparedness drills, ensuring that consistent safety standards are upheld across all operations.

We actively monitor and manage employee working hours to ensure compliance with labor regulations and to promote overall well-being. Using shift planning tools and ongoing schedule reviews, we identify and address excessive overtime. Where necessary, we implement workload adjustments and job rotations to prevent fatigue and maintain productivity. These measures are reinforced by clear policies on working hours, ensuring that all employees have the opportunity to maintain a healthy work-life balance.

3.2.1 Health and Safety Policy

Optimus upholds the highest standards of health and safety for everyone connected with our operations, including employees, contractors, suppliers, and customers. Our Health and Safety Policy is designed to create a secure working environment through strict safety measures, continuous training programs, and a commitment to ongoing improvement. We regard the well-being of our people as fundamental to our long-term success and take proactive steps to minimize risks of accidents and occupational hazards.

Compliance with all applicable laws and industry standards is more than a regulatory requirement for us; it reflects our ethical responsibility to safety. We foster transparent dialogue and encourage all stakeholders to take shared accountability for their own safety and the safety of others, ensuring a unified approach to managing workplace risks. Our policy is reviewed and updated regularly to incorporate the latest advancements in safety practices and technology, strengthening our culture of prevention and care.

3.2.2 Health and Safety Management Systems

Driven by a steadfast commitment to workplace safety and well-being, Optimus has earned ISO 45001 certification across all its locations. This achievement reflects our resolve to establish rigorous safety systems that not only comply with but exceed statutory requirements.

Comprehensive risk assessments are carried out at every Optimus location as a central element of our strategy to safeguard people and operations. These assessments provide full site coverage, carefully analysing all functional activities, including recent changes and expansions. They examine operational workflows, physical infrastructure, and environmental conditions. By proactively identifying risks, weaknesses, and potential threats, we are able to put in place strong mitigation frameworks. Our risk assessment methodology incorporates the latest industry guidelines and best practices. By engaging interdisciplinary teams and leveraging advanced analytics, we execute detailed evaluations that account for the complexities and interconnections across our operations.

Robust measures have been implemented to responsibly manage materials and chemicals across all operations. We are proud to report that no Persistent Organic Pollutants (POPs) are

used in any of our processes, and we remain committed to maintaining a POP-free environment. In addition, targeted initiatives ensure the safe handling, storage, and disposal of all materials and chemicals, fully aligned with environmental and occupational safety standards. These practices reinforce our commitment to minimizing ecological impact while safeguarding the health and safety of our workforce and surrounding communities.

All manufacturing units are supported by a comprehensive onsite emergency preparedness framework, designed to effectively respond to any crisis while sustaining operational continuity. Emergency plans are reviewed and updated regularly to incorporate potential scenarios and evolving risks. Our commitment is further demonstrated through regular mock drills simulating full-scale evacuations for incidents such as fire and chemical spills. In line with regulatory requirements, updated emergency response plans are formally submitted to the factory inspector, ensuring compliance and accountability. This forward-looking approach not only mitigates risks but also strengthens regulatory adherence and enhances the overall resilience of Optimus operations.

3.2.3 Health & Safety KPIs

At Optimus, our strong emphasis on workplace safety is reflected through key performance indicators that include the number of fatalities, total days lost due to work-related injuries, and the Lost Time Injury Frequency Rate (LTIFR), measured per one million hours worked. These metrics are closely monitored, and the accompanying table in this section presents the trends and figures for the reporting period.

To further strengthen preparedness, we have established a comprehensive Onsite Emergency Plan to effectively manage potential incidents such as fires, chemical leaks, explosions, or natural disasters. The plan sets out structured procedures for emergency preparedness, immediate response, and post-incident recovery. It clearly defines roles and responsibilities, communication protocols, resource mobilization strategies, and coordination mechanisms with local authorities.

Regular training sessions, mock drills, and risk assessments are conducted to ensure employees are fully aware and ready to respond in case of emergencies. The plan is designed to minimize harm to people, property, and the environment while ensuring business continuity during emergencies.

Key Performance Indicators (KPIs) related to Health and Safety are outlined below:

KPI	FY 23	FY 24	FY 25
Number of man-hours worked during the year	29,75,986	31,96,764	26,52,958
Fatalities	0	0	0
Number of days lost due to work injury	0	0	0
Lost Time Injury Frequency Rate (LTIFR)	0	0	0

3.3 Training & Development

At Optimus, we view continuous learning and development as integral to achieving operational excellence and ensuring long-term sustainability. During the reporting period, we invested an average of 22 hours of training per employee, with programs focused on human resources, occupational health and safety, and professional skill enhancement. In line with our commitment to ethical labour practices and human rights, specialized training modules were also delivered to raise awareness on child labour, forced labour, and human trafficking. These initiatives reflect our dedication to building a competent, informed, and safety-conscious workforce.

To ensure training is relevant and impactful, we have implemented a comprehensive skills development framework that identifies individual employee training needs through performance evaluations, skills assessments, and feedback mechanisms. Based on these insights, we design customized learning paths that address both technical (hard) and behavioral (soft) skills, delivered through a hybrid model combining on-site sessions, digital platforms, and virtual learning tools. This approach enables employees to access training flexibly and progress at their own pace, while aligning their development with organizational goals.

As part of our focus on workplace safety and employee well-being, we also provide targeted training on occupational health and safety risks and best practices. These sessions are designed to strengthen awareness, encourage safe behaviours, and ensure compliance with occupational safety requirements. By giving employees practical knowledge and preventive strategies, we aim to foster a culture of safety while minimizing the risk of workplace incidents across all operations.

Type of Training	Average Man-Hours Trained per Employee
Code of Conduct	1.5
Human Rights	1.5
Skill Development	11
POSH (Prevention of Sexual Harassment)	1
Health and Safety	4
Environment Management	3
Total Average Training Hours	22

3.3.1 Employee Support Programs

At Optimus, we prioritize the well-being and satisfaction of our employees, and we have instituted a variety of programs and policies that comprehensively support their well-being.

a. Employee Welfare

Optimus offers a robust suite of benefits aimed at fostering the overall welfare of our team members. These benefits include health insurance, retirement savings plans, and additional perks designed to provide financial stability and peace of mind.

b. Mental Well-being and Stress Management

At Optimus, we recognize the importance of a balanced work environment and have implemented a range of initiatives to reduce stress and promote mental health, fostering a culture of care and support. These include stress-relief sessions, fitness-based challenges, and

access to professional counselling services. In addition, we conduct regular employee health check-ups and maintain open communication channels to encourage early intervention and timely support. These initiatives reflect our commitment to safeguarding psychological well-being and building a resilient, engaged, and healthy workforce.

c. Health and Fitness Initiatives

We believe a healthy lifestyle enhances both productivity and job satisfaction. To encourage this, we organize sports competitions, including **kabaddi, cricket, carroms, and badminton**, as well as fitness-related events that motivate our employees to stay active and maintain a vibrant way of life. These activities not only promote physical fitness but also strengthen relationships among team members, fostering a sense of community within the organization.

d. Family Support

Optimus acknowledges the significance of supporting employees through key life milestones, such as the growth of their families. We offer paid parental leave of **26 weeks** to the primary caregiver, ensuring they can build strong bonds with their newborns without financial concerns.

e. Health Care Coverage

Optimus provides comprehensive healthcare coverage to all employees as part of our commitment to workforce well-being. This includes access to medical insurance, preventive health check-ups, and support for hospitalization and specialized treatments. The coverage is designed to provide financial protection and timely access to medical care, helping us maintain a healthier and more secure workforce. By prioritizing healthcare access, we reinforce our dedication to creating a supportive and resilient workplace.

f. Additional Well-Being Initiatives

In addition to the above programs, we celebrate Safety Day to raise awareness about workplace safety and promote safe practices among employees. We also offer flexible working hours to support work-life balance, allowing employees to manage their personal and professional commitments effectively. These initiatives collectively contribute to a supportive work environment that values employee well-being and engagement.

Optimus offers a robust suite of benefits aimed at fostering the overall welfare of our team members. These benefits include health insurance, retirement savings plans, and additional perks designed to provide financial stability and peace of mind.

These initiatives highlight our ongoing commitment to maintaining a positive, inclusive, and people-first culture. We continuously review and enhance these programs to ensure they meet the evolving needs and expectations of our employees.

3.3.2 Key Performance Indicators (KPIs)

Our commitment to employee welfare and ethical practices is demonstrated through the following key performance indicators:

- 100% of the workforce, across all locations, received regular performance and career development reviews.

- 100% of the workforce was trained on health and safety, harassment, discrimination, corruption, anti-competitive practices, diversity, and human rights.
- The employee satisfaction score for the year stood at 80%.
- During the reporting year, there were:
 - Zero fatalities
 - Zero total recordable injury frequency rate
 - Zero reports under the whistleblower procedure
 - Zero confirmed corruption incidents
 - Zero confirmed information security incidents

3.4 Human Rights

Optimus undertook its first Human Rights Assessment (HRA), marking an important step toward embedding human rights due diligence into our operational framework. This initiative reflects our commitment to aligning with globally recognized standards, including the UN Guiding Principles on Business and Human Rights, the UN Global Compact, and all relevant national and international laws.

100% of our operational sites assessed on human rights. The assessment was carried out through a comprehensive employee survey designed to evaluate the awareness, accessibility, and implementation of human rights-related policies and practices. Key areas of focus included workplace safety, equal opportunity, grievance mechanisms, non-discrimination, and support for vulnerable groups such as women and differently abled employees.

In line with our commitment to ethical labour practices and human rights, we also conduct regular monitoring of working hours across all operations to identify and address instances of excessive overtime or irregular schedules. This practice is embedded within the broader Human Rights Assessment framework, which is designed to proactively evaluate and mitigate risks related to child labour, forced labour, human trafficking, and other human rights concerns. Guided by internal policies aligned with international labour standards, these assessments are conducted periodically to ensure compliance and drive continuous improvement.

To further strengthen our approach, Optimus is engaging in stakeholder consultations with potentially affected groups and relevant NGOs. These engagements are intended to broaden our understanding of external perspectives and real-world risks related to child labour, forced labour, and human trafficking, ensuring that our policies and practices remain both inclusive and responsive.

As part of our commitment to upholding ethical labour practices, Optimus ensures that comprehensive background verification is conducted for every new employee at the time of joining. This process is designed to confirm compliance with our strict policies against child labour and forced labour, reinforcing our dedication to maintaining a workplace that respects human dignity and adheres to all applicable labour laws and international human rights standards.

	Yes	No	Not Known
1.Do employees have the ability to access areas such as the canteen or restroom without restrictions?	90.68	6.78	2.54
2.Does Optimus provide safe working conditions to all its employees, including women?	97.46	0.85	1.69
3. Does Optimus have proper policies and procedures in place to ensure the protection of data related to employees?	91.45	2.56	5.98
4.Do employees understand their pay and compensation terms?	83.76	9.40	6.84
5. Does Optimus provide equal opportunities regardless of gender and other factors?	91.45	5.13	3.42
6.Does Optimus have a process to remediate any workplace violations, sexual harassment, or discrimination?	82.46	10.53	7.02
7.Does Optimus provide health and safety-related training?	92.37	4.24	3.39
8.Does Optimus provide adequate training and development opportunities to employees?	84.62	11.11	4.27
9.Does Optimus provide maternity benefits for its women employees?	79.49	0.85	19.66
10.Does Optimus provide a written employment contract? Do employees understand the regulations and terms in the employment contract?	82.46	4.39	13.16
11.Does Optimus have a no child labor policy?	88.14	4.24	7.63
12.Does Optimus encourage its employees to report threats and discrimination in the workplace?	80.17	12.93	6.90
13.Does Optimus procedures in place to address grievances related to discrimination or harassment at work?	80.34	11.97	7.69
14.Does Optimus have a non-discrimination policy that covers race, language, gender, marital status, disability, religion, and personal opinions?	81.58	8.77	9.65
15.Does Optimus have a complaint mechanism to report issues concerning threats and discrimination in the workplace?	73.91	13.91	12.17
16.Does Optimus provide separate basic hygiene and sanitation facilities for its women employees?	71.05	5.26	23.68
17.Does Optimus have a transparent appraisal procedure in place that ensures no discrimination?	71.05	13.16	15.79
18.Does Optimus have a strict non-retaliation policy?	61.26	9.01	29.73
19.Does Optimus encourage the recruitment of differently abled people and provide adequate facilities for their ease of access and work?	55.75	15.04	29.20
20.Does Optimus provide any additional benefits to women employees, including training, childcare facilities, resting rooms, and wellbeing measures?	82.48	10.52	7.00
21.Are employees paid for overtime or given compensatory payment?	70.43	15.65	13.91

The Human Rights Assessment revealed strong performance in several areas:

- High levels of employee awareness regarding safe working conditions, non-discrimination, and grievance redressal mechanisms.
- Broad access to basic facilities such as restrooms and canteens, along with maternity benefits and written employment contracts.
- Positive feedback on equal opportunity, data protection, and freedom to report workplace concerns, with over 90% of employees affirming these practices.

The assessment also highlighted areas where improvements are needed:

- Limited awareness of training and development opportunities and wellbeing initiatives.
- Gaps in infrastructure and support for differently abled employees, with only 56% confirming adequate facilities.
- Inconsistent understanding of overtime compensation, appraisal transparency, and certain policy provisions related to hygiene and sanitation.

These insights will guide Optimus in strengthening its workplace policies, enhancing inclusivity, and ensuring that all employees experience a safe, equitable, and empowering work environment.

Mitigation Measures

To address the identified gaps and reinforce our commitment to human rights, Optimus is implementing a series of targeted actions. All employees will undergo structured training sessions covering human rights policies, health and safety programs, and grievance mechanisms, with these sessions repeated periodically to ensure sustained awareness. The Human Rights Assessment will be conducted again in the following year to evaluate progress and identify emerging risks, with findings integrated into internal governance systems for continuous monitoring.

We are also enhancing workplace inclusivity by making infrastructure improvements to support differently abled employees. Additional benefits for women employees, including resting rooms, childcare support, and targeted development programs, are being evaluated for expansion. To strengthen transparency, internal communication channels will be reinforced so that employees are consistently informed about their rights, available support systems, and reporting mechanisms.

Optimus remains committed to fostering a workplace where dignity, safety, and equal opportunity are non-negotiable. This first Human Rights Assessment sets a strong foundation for a robust and evolving due diligence process that will continue to uphold human rights across all aspects of our operations.

3.5 Customer Satisfaction

At Optimus, we prioritize the safety and well-being of our customers, recognizing that their satisfaction is paramount to our success. We are pleased to report a customer satisfaction score of 85, which reflects our ongoing commitment to delivering high-quality products and services.

This score highlights the strong confidence our customers place in our operations, responsiveness, and overall value delivery.

To ensure that our customers are well-informed about the products they use, we conduct regular customer awareness sessions focused on the safe usage of our products. These sessions provide valuable information on best practices, potential hazards, and safety measures associated with our offerings.

In addition to these educational initiatives, we provide comprehensive Material Safety Data Sheets (MSDS) for all our products. These documents contain essential information regarding the properties, handling, storage, and emergency measures related to our products, ensuring that customers have access to critical safety information.

Furthermore, we emphasize clear labeling on all our products, detailing all components included in the formulation. This practice not only enhances transparency but also empowers our customers to make informed decisions regarding the products they choose to use.

To continuously improve, we actively gather customer feedback to identify areas of enhancement and strengthen the overall experience. Maintaining and improving customer satisfaction remains a core priority within our sustainability and stakeholder engagement strategy. By fostering customer awareness and providing essential safety information, Optimus demonstrates its commitment to product safety, regulatory compliance, and the overall well-being of our customers. Our efforts in these areas contribute significantly to customer satisfaction and reinforce our dedication to delivering high-quality, safe products.

3.6 CSR

At Optimus, we believe that our responsibilities extend beyond our business operations. We are committed to making a positive impact on the communities we serve and the environment we inhabit. Our Corporate Social Responsibility (CSR) initiatives are designed to promote sustainable development, enhance community welfare, and contribute to the overall well-being of society.

Key Initiatives and Contributions in FY 2025

In the FY 2024-25, we allocated a total of ₹6.43 Crores towards various CSR projects aimed at fostering social development and environmental sustainability. Below are some of the key initiatives we undertook:

1. Environmental Sustainability

- **RO Facilities:** We installed RO water purification facilities at multiple locations, ensuring access to clean and safe drinking water and promoting better public health outcomes.

2. Skill Development Programs

- **Lok Bharti Educational:** Additional funding was directed towards multiple skill development programs aimed at enhancing the employability of local communities, along with awareness and distribution of Poshan Kits to cancer patients at Suryapet, promoting health and nutritional support.
- **Pharma Patashala:** We invested in skill development initiatives under The Pharma Patashala program, empowering youth with the skills necessary for employment and self-sufficiency.

3. Community Infrastructure

- **Sri Lakshmi Constructions:** We facilitated the installation of electrical lines for streetlights in Jiblakpally village, ensuring safer public spaces for residents.
- **Society for Health Awareness and Rural Enlightenment:** Our partnership with the Society for Health Awareness and Rural Enlightenment (SHARE) focused on supporting old age home initiatives, contributing to the well-being and dignity of elderly residents in rural communities.
- **Concern India Foundation:** We partnered with Concern India Foundation to support rural development initiatives, facilitating the creation of essential infrastructure in underserved villages and improving living conditions for local communities.

4. Emergency Services Support

- **Jubilant Bharti Foundation:** We provided maintenance support for ambulances, ensuring reliable emergency medical services. This included maintenance charges for two units of ambulances.
- **Rishi Constructions:** We supported the establishment of a District Fire Office in the Yadadri Division, facilitated the construction of a compound wall at Anthammagudem Gram Panchayat, developed community halls at Isnapur and near Unit III, and enabled road construction works, collectively enhancing safety, connectivity, and community infrastructure.

5. Sustainable Energy Solutions

- **Sneha Enterprises:** We invested in solar lighting solutions for the Gram Panchayat in Indrakaran, promoting renewable energy and improving access to electricity in rural areas.

6. Animal Welfare

- **Dhyanchand:** We partnered with Dhyanchand to provide fodder support for cattle, ensuring livestock sustenance and promoting rural livelihood security.
- **Gayathri Goseva Samithi:** We partnered with Gayathri Goseva Samithi to support Goshala initiatives, ensuring the care and sustenance of cattle and promoting animal welfare in the communities.

In the current reporting year, Optimus spent a total of ₹6.26 Crores on CSR activities. Our CSR initiatives reflect our commitment to fostering sustainable development and enhancing the quality of life in our communities. We will continue to seek opportunities to contribute positively to society and the environment, aligning our efforts with the United Nations Sustainable Development Goals (SDGs). Together, we can build a brighter, more sustainable future for all.

4. Advancing the Sustainable Development Goal

Optimus CSR strategy is designed to create meaningful impact across healthcare, education, environment, humanitarian aid, and community development. Each initiative undertaken during the reporting period contributes to one or more of the United Nations Sustainable Development Goals (UNSDGs), reinforcing our commitment to sustainable and inclusive growth. We have aligned our CSR focus with selected SDGs where our actions can deliver the most measurable and meaningful outcomes, as detailed below:

SDG 1 – No Poverty

Through our contributions to humanitarian aid and relief initiatives, we support vulnerable populations during crises and improve access to basic services. These actions reflect our responsiveness to national emergencies and our commitment to reducing poverty and strengthening community resilience.

SDG 3 – Good Health and Well-being

Through partnerships with healthcare institutions and foundations, Optimus is committed to strengthening healthcare systems and improving access to medical services. These initiatives support preventive care, public health infrastructure, and wellness programs in underserved communities, contributing directly to national and global health goals.

SDG 4 – Quality Education

Our initiatives in the education sector are aimed at improving infrastructure and learning environments in schools, particularly in rural and underserved areas. By supporting holistic education and extracurricular development, we help strengthen local education systems and foster community participation.

SDG 6 – Clean Water and Sanitation

By installing RO water purification facilities across multiple locations, we ensure access to clean and safe drinking water. This initiative directly supports public health and reduces waterborne diseases in underserved communities.

SDG 7 – Affordable and Clean Energy

Through solar lighting projects in rural areas, we promote renewable energy adoption and improve access to reliable electricity. These efforts contribute to sustainable development and energy equity.

SDG 9 – Industry, Innovation and Infrastructure

Our investments in rural infrastructure projects, including road construction, community halls, and street lighting, strengthen connectivity and improve living conditions. These initiatives foster inclusive economic growth and community resilience.






SDG 11 – Sustainable Cities and Communities







Optimus contributes to disaster relief and rehabilitation efforts through support for national relief funds and local initiatives. These actions help communities recover and rebuild sustainably after natural disasters, reinforcing our commitment to safe, inclusive, and resilient communities.

SDG 13 – Climate Action

Optimus has demonstrated its commitment to environmental sustainability through tree plantation drives that contribute to afforestation, biodiversity enhancement, and carbon sequestration. These initiatives align with our broader climate action goals and compliance responsibilities, while advancing ecological resilience.

At Optimus, we have identified and prioritized the specific SDGs where we can make the most meaningful and measurable contribution, as outlined below:

SL. No.	CSR Initiative	Progress	SDG Linked	SDG Target
1	RO Facilities at various locations – Sri Srinivasa Enterprises & KVR Engineering	The company has reaffirmed its commitment to community well-being and public health by investing ₹76,15,765 in the installation of RO water purification facilities across multiple locations. This initiative ensures access to clean and safe drinking water, contributing to improved health outcomes and enhanced quality of life for underserved communities.		Target 6.1 – Safe and affordable drinking water
2	Concern India Foundation	The company has showcased its commitment to rural development and community welfare by investing ₹49,22,366 in initiatives under the Concern India Foundation program, aimed at improving essential infrastructure and enhancing the quality of life in underserved villages.		Target 9.1 – Sustainable infrastructure for development
3	Lok Bharti Educational	The company has furthered its commitment to community development by allocating ₹34,57,000 towards multiple skill enhancement programs through Lok Bharti Educational, aimed at improving the employability of local populations. Additionally, funding was directed towards awareness and distribution of Poshan Kits to cancer patients at Suryapet, promoting health and nutritional support for vulnerable groups.	 	Target 4.3 – Access to vocational education Target 4.4 – Skills for jobs Target 3.2 – Nutrition and health improvement
4	Sri Lakshmi Constructions	The company has contributed ₹5,43,030 towards the installation of electrical lines for streetlights in Jiblakpally village through Sri Lakshmi Constructions. This initiative enhances public safety and promotes better living conditions by ensuring well-lit and secure community spaces.		Target 11.2 – Safe public spaces Target 11.7 – Inclusive access

5	Society for Health Awareness and Rural Enlightenment	The company has strengthened its commitment to social welfare and community resilience by contributing ₹10,00,000 through its partnership with the Society for Health Awareness and Rural Enlightenment (SHARE). This initiative focuses on supporting old age home facilities, thereby fostering dignity, care, and improved living conditions for elderly residents in rural communities.		Target 3.8 – Universal access to health and care services
6	Jubilant Bhartia Foundation	The company has reinforced its commitment to accessible healthcare by contributing ₹43,00,000 towards the maintenance of two ambulance units through the Jubilant Bhartia Foundation.		Target 3.6 – Emergency care Target 3.d – Health risk management
7	Rishi Constructions	The company has demonstrated its commitment to public safety and community infrastructure by contributing ₹3,20,29,815 towards the many construction initiatives collectively enhancing safety, connectivity, and social welfare.	 	Target 11.b – Disaster risk policies Target 9.1 – Reliable and sustainable infrastructure
8	Sneha Enterprises	The company has promoted sustainable development and rural electrification by investing ₹10,02,846 in solar lighting solutions for the Gram Panchayat in Indrakaran through Sneha Enterprises. This initiative supports the adoption of renewable energy and improves access to reliable electricity in underserved areas.		Target 7.2 – Renewable energy adoption
9	Rotary Charitable Trust	The company has demonstrated its commitment to public health and community welfare by contributing ₹5,00,000 towards vaccine initiatives through its partnership with Rotary Charitable Trust, collectively promoting disease prevention		Target 3.d – Health risk management

		and safeguarding vulnerable populations.		
10	Prime Minister National Relief Fund	The company has reinforced its commitment to humanitarian aid and disaster relief by contributing ₹34,00,000 to the Prime Minister's National Relief Fund, supporting efforts to provide timely assistance and rehabilitation for affected communities.		Target 11.5 – Disaster risk reduction and resilience
11	CSR activities at local villages	The company has demonstrated its commitment to grassroots development by directly allocating ₹10,64,769 towards initiatives benefiting local villagers across multiple locations, collectively enhancing community infrastructure, welfare, and quality of life.	 	Target 1.4 – Access to basic services Target 11.1 – Adequate housing and infrastructure