

ESG Supplementary Information for FY2025

Introduction:

We published our Integrated Annual Report (IAR) in early July 2025. This document (ESG Supplementary Information for FY2025) is being released as an accompaniment to our IAR and contains references to the various topics arranged in the IAR.

The purpose of this Supplementary ESG data book is to help various external stakeholders and ESG rating agencies identify specific topics or information that is not captured in the IAR but may be important to their assessment(s).

Your feedback and inputs are welcome at ir@neulandlabs.com

1. Training & Development Inputs [DJSI 3.3.1]:

Average amount spent per FTE on training and development in INR.

Particular		FY2025	FY2024
Total Number of Training Hours		117,878	100,416
Total Training Spend in INR	1	1,75,31,066	18,054,015
Total Number of FTEs - Permanent and Contract	2	3,309	2860
Average amount spent per FTE in INR	(3=1/2)	5,298	6,313

Reference: Pg No. 90 of our Integrated Annual Report of FY2025 - Internal Records for FY2025 and Pg No 93 of our ESG data table for FY2024 -

2. Employee Support Programs [DJSI 3.3.7]:

Particular	Total number of paid leave in weeks offered to the majority of the employees
Paid parental leave for the primary caregiver	26
Paid parental leave for the non-primary caregiver	1

Reference Pg No. 94 of our Integrated Annual Report of FY2025 for scope /coverage - [NeulandLabs_IR25_For_Website.pdf](#)

3. Emerging Risks [DJSI 1.4.3]:

Particulars	Emerging Risk 1	Emerging Risk 2
Name of Emerging Risk	Trade Wars and Geopolitical Tensions: Risk events: 1) Rising tariffs and trade barriers compressing margins and affecting price competitiveness 2) Localization mandates limiting export flexibility and market access 3) Geopolitical realignments reshaping supply chains, driving higher input and logistics costs.	Failure to capture upsides (or contain downsides) from use of AI Risk events: 1) AI misuse causing data or confidentiality breaches, triggering compliance and contractual risks 2) AI-driven cyber or misinformation threats disrupting operations and financial stability. 3) Slow or ineffective AI adoption eroding efficiency and competitiveness.
Category	Geopolitical	IT and Cyber
Impact	Severe in the short to medium term (1- 5 years) Moderate in the long-term (>5 years)	High in the short term (1-2 years) Severe in the medium term (2-5 years) Moderate-High in the long term (>5 years)
Mitigation and Responses	For above describe event: 1) Proactively work with Customers to mitigate any pricing impacts, protect prospectively through contractual safeguards, hedging 2) Long term: Wider geography research/ manufacturing investment 3) Reduce geographic dependencies and increase efficiencies and resilience in supply chains and business models	For above describe event: 1) Publish responsible AI policy and train and educate employees on responsible use of AI as well as risks from AI; 2) Increase external cyber threat assessments and simulations and employee awareness 3) Systematic deployment of identified projects in both core areas of Quality/Manufacturing/R&D /Project Management as well as HR and Contract/Legal

Reference : Pg Nos 46 and 47 of our Integrated Annual Report for FY2025 for the Top 7 emerging risks - [NeulandLabs_IR25_For_Website.pdf](#)

4. Lost-time Injury Frequency Rate (LTIFR) – Employees [DJSI 3.4.4]:

Particulars	No of Fatalities	Rate of Fatalities	No. of High Consequence Work-Related Injuries (Excl. Fatalities)	Rate of High Consequence Work-Related Injuries (Excl. Fatalities)	No. of Recordable Work-Related Injuries	Rate of Recordable Work-Related Injuries (LTIR)	Lost-Time Injury Frequency Rate (LTIFR)
FY24-25	0	0	0	0	0	0	0
FY23-24	0	0	0	0	0	0	0
FY22-23	0	0	0	0	0	0	0
FY21-22	0	0	0	0	0	0	0

5. Lost-time Injury Frequency Rate (LTIFR) – Contractors [DJSI 3.4.5]:

Particulars	No of Fatalities	Rate of Fatalities	No. of High Consequence Work-Related Injuries (Excl. Fatalities)	Rate of High Consequence Work-Related Injuries (Excl. Fatalities)	No. of Recordable Work-Related Injuries	Rate of Recordable Work-Related Injuries (LTIR)	Lost-Time Injury Frequency Rate (LTIFR)
FY24-25	0	0	0	0	0	0	0
FY23-24	0	0	0	0	0	0	0
FY22-23	0	0	0	0	0	0	0
FY21-22	0	0	0	0	0	0	0

Reference: Pg No 101 of our Integrated Annual Report for FY2025 - [NeulandLabs_IR25_For_Website.pdf](#)

6. Reporting on breaches [DJSI 1.5.5]:

Reporting Areas	FY2025	FY2024	FY2023
Corruption or Bribery	0	0	0
Discrimination or Harassment	3	0	0
Customer Privacy Data	0	0	0
Conflict of Interest	0	0	0
Money Laundering or Insider Trading	0	0	0

Reference: Pg No. 50, 113, 172, 188, 202, 203 respectively of our Integrated Annual Report of FY25 - [NeulandLabs IR25 For Website.pdf](#)

7. Scope 3 breakdown for Baseline Year FY2024 [DJSI 2.5.3]:

Figures in Metric tonnes of CO₂ Equivalent or TCO₂

Scope 3 Category	Emissions in the Current year FY25	Emissions in the Baseline year FY24
1. Purchased goods and services	99,794.33	81,203.00
2. Capital goods	1,780.60	1,517.00
3. Fuel- and energy-related activities (not included in Scope 1 or 2)	21,120.80	17,625.00
4. Upstream transportation and distribution	3,247.23	2,068.00*
5. Waste generated in operations	360.66	359.89
6. Business travel	222.94	446.09
7. Employee commuting	47.43	69.34
8. Upstream leased assets	838.89	905.16
9. Downstream transportation and distribution	829.71	783.84
10. Processing of sold products	Not Applicable	0.00
11. Use of sold products	Not Applicable	Not Applicable
12. End-of-life treatment of sold products	Not Applicable	0.57
13. Downstream leased assets	Not Applicable	Not Applicable
14. Franchises	Not Applicable	Not Applicable
15. Investments	Not Applicable	Not Applicable
Total of Scope 3	128,243.58	104,977.89

*SBTI validation/ confirmation was obtained post publication of our Integrated Annual Report published in early July 2025.

Reference: Pg Nos 124 and 125 of our Integrated Annual Report for FY2025 - [NeulandLabs IR25 For Website.pdf](#)

8. Contributions and Other Spendings [DJSI 1.6.1]:

All amounts are in Indian Rupees

Reporting Areas	FY2025	FY2024	FY2023	FY2022
Lobbying, Interest representation or similar	0	0	0	0
Local, regional or national political campaigns / organizations / candidates	0	0	0	0
Trade associations or tax-exempt groups (e.g. think tanks)	62,78,754*	32,30,431*	18,55,276	39,19,090
Other (e.g. spending related to ballot measures or referendums)	0	0	0	0
Total of the above	62,78,754	32,30,431	18,55,276	39,19,090

* includes contributions made by company to Society for Cyberabad Security Council (SCSC) in the nature of CSR

Amounts in FY2025 include membership fees and contributions to the following associations. These are not in the nature of political contributions or towards Lobbying: -

- Bulk Drug Manufacturers Association (India) (BDMA)
- Confederation of Indian Industry (CII)
- Pharmexcil
- Federation of Telangana Chambers of Commerce and Industry (FTCCI)
- Society for Cyberabad Security Council (SCSC)
- Society for Sangareddy Security Council (SSSC)

Reference: Pg No. 172 of Integrated Annual Report for FY25 - [NeulandLabs_IR25_For_Website.pdf](#)

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Approved date: 14.10.2025