



Dhampur Bio Organics Limited

Sustainability Report FY 2024-2025

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BALANCED GROWTH FOR A SUSTAINABLE TOMORROW

Balanced Growth for a Sustainable Tomorrow remains at the heart of DBO's corporate philosophy and sustainability strategy.

In **FY 2024-25**, we intensified efforts to integrate environmental and social responsibility into every business decision, with a stronger focus on creating long-term value across our ecosystem. Sustainability is now deeply embedded in product innovation, supply chain resilience, and operational excellence.

As climate and resource challenges grow, our emphasis on water stewardship, circularity, and regenerative agriculture underscores our commitment to responsible resource management. We continue to empower rural communities through shared knowledge, financial inclusion, and sustainable farming practices—extending support to women farmers and advancing precision agriculture and bio-input adoption.

On governance, we strengthened ESG accountability with cross-functional committees including Stakeholders Relationship Committee, Risk Management Committee, Corporate Social Responsibility (CSR) Committee monitoring measurable goals aligned to our climate, water, and zero-waste commitments. FY 2024-25 also marked our progress toward responsible finance and green disclosures, aligning with BRSR Core, ISSB, and India's emerging carbon frameworks reinforcing our dedication to transparency and collective progress.



ABOUT THE REPORT

This is our third Annual Sustainability Report, reaffirming DBO's continued dedication to fostering inclusive, long-term growth while balancing present priorities with future needs. As we evolve, the importance of setting clear sustainability goals and evaluating our progress in alignment with global frameworks becomes ever more critical. As a leading sugar producer in India with expanding operations in agri-business and bioenergy, we are uniquely positioned to positively impact the rural economy. Through this report, we aim to share our ongoing sustainability journey, our strategic direction, and our vision for delivering value to all stakeholders.

REPORTING BOUNDARY AND PRINCIPLES

This report has been prepared in accordance with the GRI Universal Standards 2021, fulfilling the requirements of GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, and GRI 3: Material Topics 2021. It presents a transparent and complete account of DBO's sustainability practices and performance. The reporting boundary

covers our corporate headquarters in Delhi and manufacturing units located in Asmoli, Mansurpur, and Meerganj, all in Uttar Pradesh including our distillery at Asmoli.

Material topics have been identified through a structured assessment aligned with GRI guidelines and global best practices, including the SASB sectoral standards. These topics are mapped to relevant UN Sustainable Development Goals (SDGs) and are discussed in detail throughout the report.

SCOPE

This report covers all business activities under DBO's direct operational control, including our three sugar units in Asmoli, Mansurpur, and Meerganj, as well as the corporate office in Delhi. It outlines the environmental, social, and economic impacts of our operations,



reflecting our commitment to transparent stakeholder engagement and responsible corporate conduct. The disclosures in this report are intended to drive accountability and meaningful action.

REPORTING PERIOD

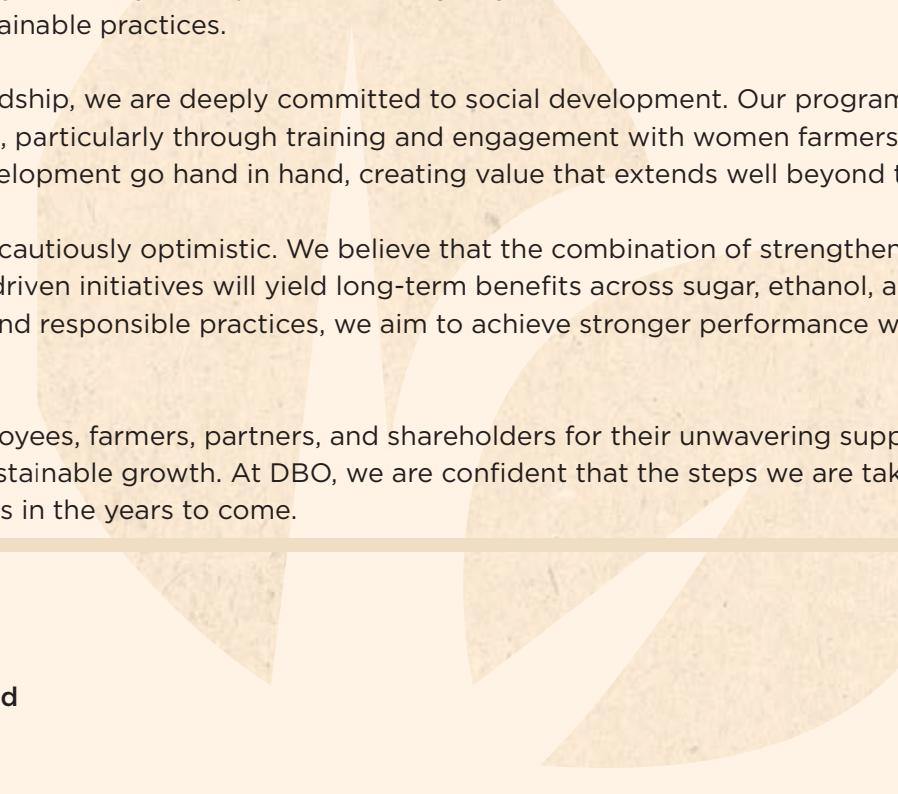
The data and information presented in this report pertains to the period from April 1, 2024, to March 31, 2025.

FEEDBACK

At DBO, we see stakeholder feedback as a catalyst for continual improvement. We remain committed to open dialogue and value your perspectives on our sustainability performance. We welcome all suggestions, questions, or comments you may have. Please feel free to reach out to us via email or at the address provided in this report. Your engagement supports our collective journey toward a more sustainable future.

Ashu Rawat
Company Secretary
Dhampur Bio Organics Limited
Second Floor, Plot No. 201, Okhla Industrial Estate,
Phase-III, New Delhi-110020
Email: esgdesk@dhampur.com

MESSAGE FROM THE LEADERSHIP



Dear Stakeholders,

The past year has been a test for the sugar and bio-energy sector, with unpredictable weather, pest pressures, and policy challenges shaping a complex operating environment. At DBO, we remained focused on what matters most, supporting our farmers, strengthening our operations, and building sustainable value for our communities and stakeholders.

We have intensified our cane development programme, partnering with farmers to adopt resilient varieties, share best practices, and ensure timely support and payments. To strengthen our ethanol operations, we have converted our Asmoli distillery into a dual-feed facility, improving flexibility and efficiency throughout the year. In parallel, our ongoing work toward Bonsucro certification demonstrates our commitment to responsible sourcing and sustainable practices.

Beyond environmental stewardship, we are deeply committed to social development. Our programs support rural livelihoods, knowledge sharing, and equitable growth, particularly through training and engagement with women farmers. We believe that sustainable business practices and community development go hand in hand, creating value that extends well beyond the company.

Looking ahead, DBO remains cautiously optimistic. We believe that the combination of strengthened field operations, diversified product portfolios, and sustainability-driven initiatives will yield long-term benefits across sugar, ethanol, and by-product segments. By continuing to invest in resilient operations and responsible practices, we aim to achieve stronger performance while creating a positive impact for the environment and society.

I would like to thank our employees, farmers, partners, and shareholders for their unwavering support. Your trust and collaboration enable us to pursue a path of balanced, sustainable growth. At DBO, we are confident that the steps we are taking today will translate into resilience, innovation, and shared success in the years to come.

Warm regards,
Gautam Goel
Managing Director & CEO
Dhampur Bio Organics Limited

SUSTAINABILITY HIGHLIGHTS

Environment

Received Bonsucro certification for Asmoli Unit covering

1,294 Hectares.

Comprehensive
Lifecycle Assessment
of Sugar Products.

Social

100% of our employees & workers received human rights trainings.

100% of our employees & workers received more than the minimum wages.

INR 0.61 Crore spent on CSR activities.

Governance

22.2% women on the Board of Directors.

Integrated Climate Risk Governance.

ABOUT DHAMPUR BIO ORGANICS LIMITED

Dhampur Bio Organics Limited (DBO) is a long-established and governance-driven enterprise in India's sugarcane processing sector, recognized for its integrity, transparency, and commitment to sustainable value creation. With operations spanning refined and raw sugar, biofuels, renewable power, and domestic spirits, the company leverages its three strategically located facilities at Asmoli, Mansurpur, and Meerganj for efficient cane sourcing and processing. Guided by a legacy of over nine decades, DBO continues to strengthen its position as a responsible sugar and bioenergy producer by promoting sustainable cane cultivation, optimizing resource efficiency, and investing in future-ready technologies. The company's ongoing transition toward value-added and bio-based products underscores its vision of building a resilient, low-carbon, and inclusive growth pathway for all stakeholders.

VISION

At Dhampur Bio Organics Limited (DBO), our vision is rooted in our credo - "Sustainability & Balance." As an agri-business enterprise deeply embedded in the rural economy and biofuels ecosystem, we strive to create enduring value for society and the environment. Guided by this principle, we aim to achieve responsible, balanced, and sustainable growth by aligning our long-term strategy, operations, and management practices with the ideals of environmental stewardship, social well-being, and economic resilience.

CORPORATE VALUE

At Dhampur Bio Organics Limited (DBO), our corporate values are anchored in integrity, sustainability, innovation, and inclusivity. We believe in conducting business with the highest standards of ethics and transparency, ensuring trust among our stakeholders. Sustainability lies at the core of every decision we make driving responsible resource use, environmental stewardship, and circular growth. Innovation powers our transition toward a future-ready bioenergy and agri-value ecosystem, while inclusivity ensures that the benefits of our progress extend to farming communities, employees, and partners alike. Together, these values form the foundation of our purpose to achieve balanced growth that nurtures both people and the planet.



OUR PLANTS

Strategically located in traditional cane-rich regions and in close proximity to one another, our manufacturing units offer a significant logistical advantage. This positioning ensures uninterrupted cane supply with streamlined production operations, enhancing overall efficiency.

Capacity	Asmoli Unit	Mansurpur Unit	Meerganj Unit	Consolidated
Sugarcane Crushing (TCD)	12,500	8,000	9,000	29,500
Sugar Refinery (TPD)	1,100	900	-	2,000
Pharma Grade Sugar (TPD)	700	-	-	700
LQW Sugar (TPD)	-	-	800	800
Biofuels & Spirits (LPD) on BH Molasses *	3,12,500	-	-	3,12,500
Renewable Energy (MW)	43.5	33	19	95.5
Country liquor (Million cases per year)	8	-	-	8
Carbon Dioxide (CO2) (TPD)	80	-	-	80



*Note: Including 100,000 LPD on dual feed distillery i.e. molasses and grain.

PRODUCT PORTFOLIO

SUGAR

Our production facilities are equipped to manufacture both refined and raw sugar, serving a diverse client base including retail consumers, institutional buyers, and pharmaceutical companies. We also produce pharmaceutical grade sugar that complies with IP/BP/USP standards certified by the UP Food and Drug Authority. Our refined sugar is validated under the Food Safety System Certification (FSSC 22000), ensuring food safety and quality. Notably, we were among the first in India to introduce sulphurless sugar under the brand "Dhampure," in compliance with EU standards. Additionally, our infrastructure supports third party private labelling of consumer sugar packs, with a monthly capacity of 10,000 MT.



RENEWABLE ENERGY

As early movers in the renewable energy space, we have established co-generation plants that utilize steam from bagasse, a by-product of sugar processing to generate clean power. Our efficient turbine technology demands relatively lower capital investment compared to similar installations. These plants meet our internal energy requirements while enabling surplus power export to the Uttar Pradesh Power Corporation Ltd. (UPPCL), supporting the state's energy grid.



EXTRA NEUTRAL ALCOHOL (ENA)

Our distillery is capable of producing food-grade Extra Neutral Alcohol (ENA) from sugarcane molasses or grain through advanced fermentation and multi-stage distillation processes. This high-purity alcohol is used in the manufacture of domestic spirits and is a critical ingredient in premium alcoholic beverages such as whiskey, gin, vodka, liquors, and fruit-based drinks.



BIO-FUELS

Located at our Asmoli unit, our distillery manufactures ethanol from sugarcane juice or molasses. With a production capacity of 312,500 LPD (B-Heavy) and 250,000 LPD (C-Heavy), our facility complies with stringent environmental norms. We produce anhydrous ethanol (Fuel Ethanol) conforming to IS 15464:2004 standards set by the Bureau of Indian Standards (BIS). This ethanol is supplied to Oil Marketing Companies (OMCs) across India for blending with petrol, positioning us as a key contributor to the country's clean fuel transition.



PRODUCT PORTFOLIO

DOMESTIC SPIRITS

At our Asmoli facility, we produce Indian Made Indian Liquor (IMIL), previously referred to as 'country liquor', as part of our forward integration strategy in distillery operations. These products, with alcohol content ranging from 25% to 36%, are offered in both tetra packs and bottles to ensure consumer convenience.



CARBON DIOXIDE

DBO supplies ultra-pure liquid carbon dioxide (CO₂) and dry ice both colorless and odorless with a purity of over 99.9%. Manufactured at our Asmoli plant, these products serve the beverage and industrial sectors. With dedicated CO₂ storage infrastructure and a nationwide tanker delivery system, we offer efficient, reliable, and customer-focused service tailored to the requirements of major carbonated beverage producers.



ORGANIC MANURE

We create organic manure by composting press mud and combining it with potash-rich spent wash ash. This eco-friendly fertilizer is distributed to farmers at subsidized rates, supporting sustainable and regenerative farming practices.



OUR INITIATIVES & MEMBERSHIPS

Indian Sugar
Mills Association
(ISMA)

Uttar Pradesh
Sugar Mills
Association (UPSMA)

UP Co-gen
Association

The Sugar
Technologists'
Association
of India (STA)

All India
Distillers' Association
(AIDA)

CERTIFICATIONS

Dhampur Bio Organics Limited, Unit-Asmoli Division -Sugar and Unit- Mansurpur have been certified with **FSSC 22000** for manufacturing of Refined Sugar.



Dhampur Bio Organics Limited, Unit-Asmoli Division -Sugar has been granted licence(s) to manufacture Pharmaceutical Grade Sugar Quality ICUMSA below 45 conforming to I.P/ B.P/ U.S.P specification.

Dhampur Bio Organics Limited, Unit-Mansurpur has been certified with **ISO 9001:2015** for manufacturing of Refined White Sugar.



Dhampur Bio Organics Limited, Unit-Mansurpur has been certified with **ISO 14001:2015** for manufacturing of Refined White Sugar.



DBO's Asmoli unit completed the Bonsucro audit in December 2024, covering 800 farmers (1,294 ha), with certification awaited.

Dhampur Bio Organics Limited, Unit Asmoli, has been certified with Bonsucro Certification Protocol V 6.0, Bonsucro Production Standard for Smallholder Farmers, **V1.01** For the Production of Sugarcane.

BUSINESS MODEL AND OPERATING CONTEXT

INTEGRATED VALUE CHAIN

DBO operates a fully integrated and circular business model, encompassing the entire sugarcane value chain from sourcing sugarcane to producing refined sugar, ethanol, extra neutral alcohol, domestic spirits, renewable energy, and by-products such as organic manure and carbon dioxide. This vertical integration ensures operational efficiency, cost optimization, and environmental responsibility. Strategically located manufacturing units in cane-rich zones allow for optimal logistics and raw material access. DBO's commitment to value addition and resource recovery forms the backbone of its sustainability strategy and enables it to deliver consistent returns while reducing waste and emissions.



INNOVATION-LED APPROACH

DBO continuously invests in R&D and technological upgrades to enhance productivity, sustainability, and competitiveness. The company is actively converting its distillery to a dual-feed facility, enabling flexibility in raw materials and better alignment with changing market dynamics. It was among the first to adopt sulphurless sugar production and implement renewable energy co-generation using bagasse. DBO is also exploring advanced fermentation and green chemistry solutions for expanding into sustainable bio-products. These innovation-led initiatives reinforce the company's transition towards a low-carbon, resource-efficient business model.

OUTLOOK

DBO's strategic direction is focused on expanding its bio-energy footprint, improving operational efficiency, and enhancing value creation across the agri-bio-industrial ecosystem. With a strong base in sugar production and emerging expertise in ethanol and organic fertilizers, the company is well-positioned to contribute to India's renewable energy and sustainable agriculture goals. Future plans include scaling up sustainable product lines to cater to growing domestic and export markets. Investments in digitalization, ESG compliance, and stakeholder engagement will further strengthen long-term resilience and performance.



EMERGING OPPORTUNITIES

With rising consumer awareness around health and nutrition, there is growing demand for sulphur-less sugar, low glycemic sweeteners, and natural ingredients. DBO's existing capability in manufacturing pharma-grade and sulphur-less sugar provides a head start in this space. The company is exploring fortified sugar and value-added ethanol applications, as well as opportunities in organic manure and bio-inputs to support regenerative agriculture. As India and global markets shift toward nutrition, wellness, and sustainable living, DBO aims to position itself as a trusted bio-based solutions provider.

WHAT SUSTAINABILITY MEANS FOR DBO

For DBO, sustainability is not just a business responsibility it is a strategic imperative that drives every aspect of our operations. Rooted in the principle of "Sustainability & Balance", our approach emphasizes circularity, resource optimization, and inclusive growth. We view sustainability as the ability to create long-term value while preserving environmental integrity, supporting rural livelihoods, and advancing clean energy solutions. From turning by-products into valuable inputs to ensuring responsible manufacturing and biodiversity protection, DBO is committed to building a resilient, low-carbon future for all stakeholders.

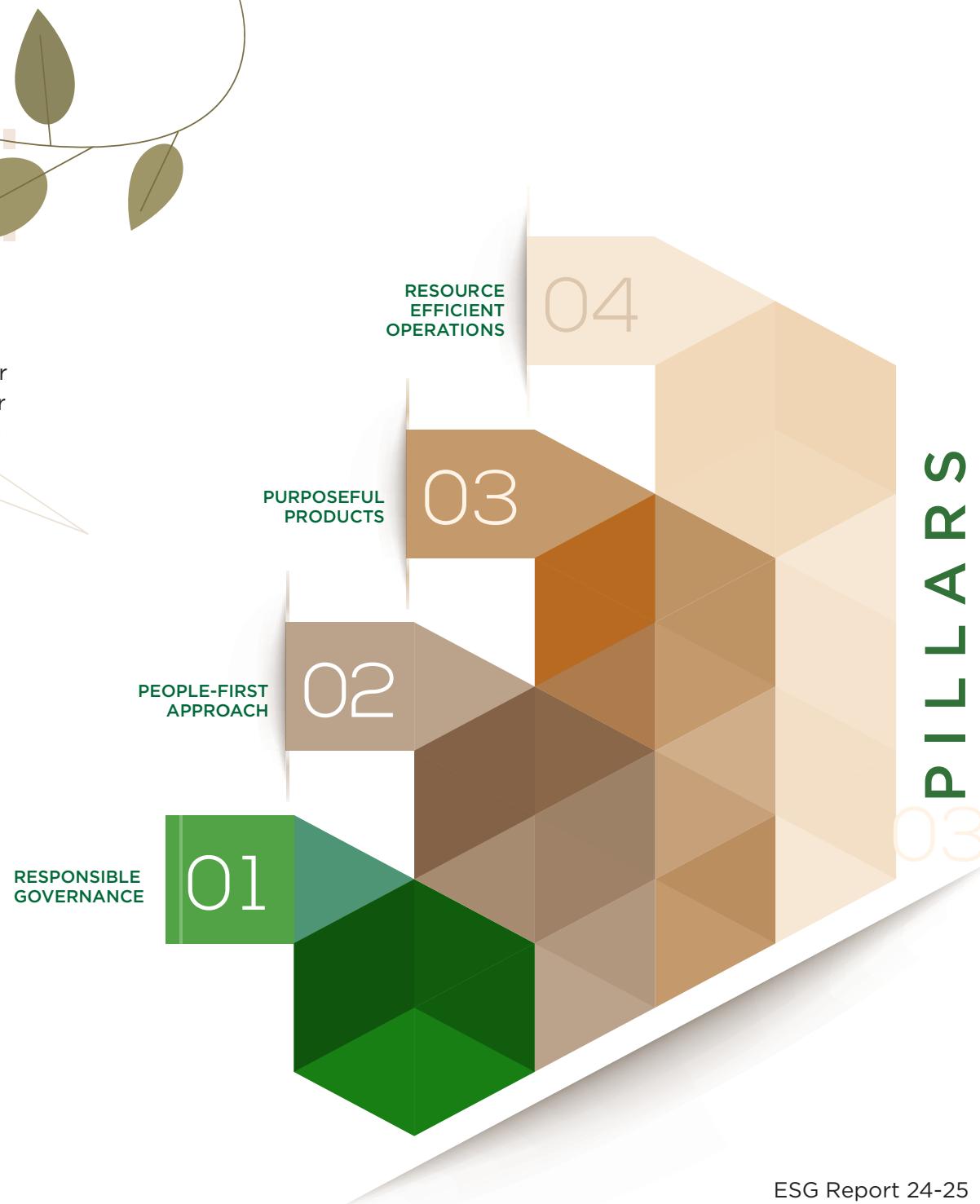


SUSTAINABILITY VALUE AND PURPOSE

Sustainability at DBO is rooted in creating lasting value for people, planet, and business. We view it as a strategic enabler that drives innovation, resilience, and responsible growth. Our purpose is to align operational excellence with environmental and social priorities, ensuring that every business decision contributes to a more equitable and sustainable future.

SUSTAINABILITY STRATEGY

Our ESG strategy is regularly reviewed and embedded across business operations to ensure that the most critical issues guide our long-term success. These issues are not only essential for driving value but also for creating a positive impact on people, the environment, and society. Our ESG approach is anchored on four key pillars:



01

RESPONSIBLE GOVERNANCE

ORGANIZATIONAL ETHICS, VALUES & GOVERNANCE

Maintaining robust organisational ethics, values, and governance is essential for DBO's integrity. By adhering to business ethics and anti-corruption protocols, we build trust, accountability, and a positive market image.



IT & CYBERSECURITY

Managing cybersecurity risks is crucial for DBO to safeguard sensitive data and prevent potential financial losses and reputational damage.



COMPLIANCE MANAGEMENT

DBO prioritises robust compliance protocols to avoid legal penalties and maintain regulatory compliance in its operations.



INNOVATION

DBO sees innovation as an opportunity to gain a competitive edge through continuous investment in research and development.



We uphold a strong governance framework that emphasizes regulatory compliance, ethical conduct, and innovation. Our focus on IT governance and cybersecurity ensures data integrity and operational resilience. By fostering transparency and accountability, we drive trust among stakeholders and promote sustainable business practices.

PEOPLE-FIRST APPROACH

02



At DBO, people are at the heart of everything we do. We are committed to creating a safe, inclusive, and empowering work environment that nurtures diversity and equal opportunity. Through continuous learning, employee well-being programs, and community engagement, we foster a culture of respect, development, and shared growth.

PURPOSEFUL PRODUCTS

03

PRODUCT STEWARDSHIP

DBO's focus on developing quality products is an opportunity to meet consumer demand and increase market share.



OPPORTUNITIES IN HEALTH & NUTRITION

Rising demand for health-conscious products is an opportunity for the Company to focus on and expand product offerings.



SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Optimizing its supply chain for sustainability allows DBO to reduce costs and minimize environmental risks.



SUSTAINABLE AGRICULTURE

Implementing sustainable farming practices helps the Company improve crop yields while minimizing environmental degradation.



We are committed to delivering products that embody the highest quality, value, and responsibility. Through continuous innovation, we strive to meet the evolving needs of our customers and society while upholding the utmost standards of sustainability and ethics. In doing so, we aim to create lasting, meaningful impact while advancing towards a future that is both sustainable and equitable.

RESOURCE-EFFICIENT OPERATIONS

04

ENERGY & EMISSIONS

Energy efficiency measures by DBO enable cost reduction and positive environmental impact.



WASTE

Implementing proper waste management system and utilizing the waste to create biofuels can open new avenues of revenue for the company.



Biodiversity Conservation

Engaging in biodiversity conservation efforts allows us to protect local ecosystems.



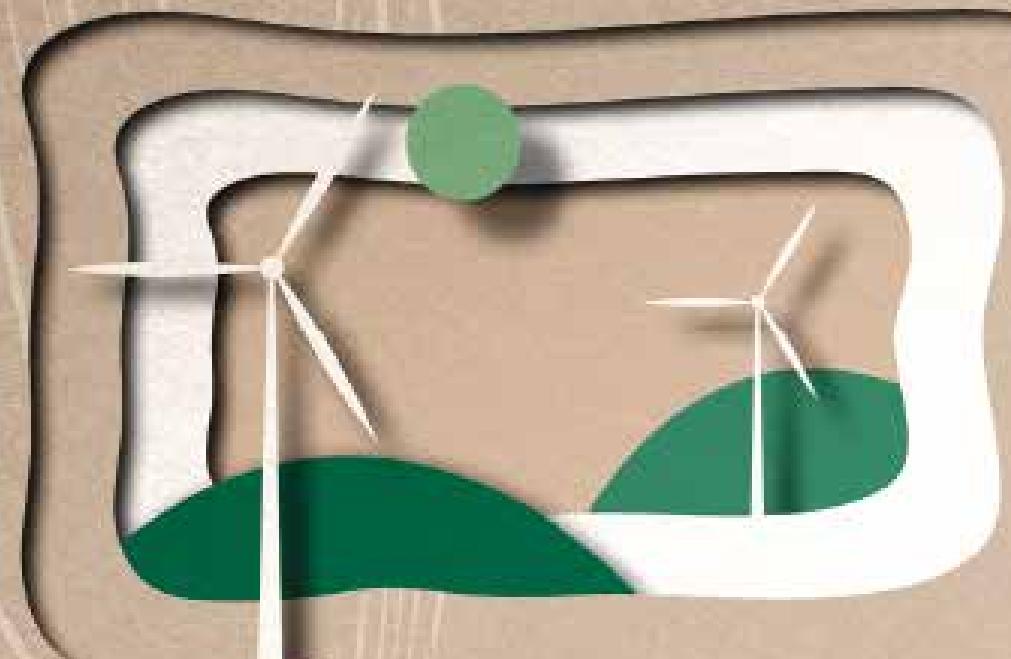
Environmental stewardship is integral to our operations. We prioritize the efficient use of energy, water, and materials across our value chain, while embracing circular economy principles. Our initiatives are designed to minimize environmental impact, enhance operational sustainability, and support our journey toward net-zero emissions.

FUTURE PLANS

Looking ahead, Dhampur Bio Organics Limited (DBO) aims to strengthen its position as a forward-looking, sustainable agri-business enterprise. The company plans to expand cane cultivation and enhance yield through innovation and farmer engagement, while maximizing the value of by-products across sugar, biofuels, and renewable energy segments. DBO is investing in dual-feed distillery capabilities, advanced bio-based products, and climate-resilient infrastructure to support long-term growth. With a focus on circularity, water stewardship, and regenerative agriculture, DBO envisions building a resilient value chain that drives profitability, environmental responsibility, and shared value creation for all stakeholders.

SUSTAINABILITY GOALS AND PROGRESS

At DBO, we are committed to advancing our sustainability journey through measurable goals and continuous progress. Our key focus areas include reducing our carbon footprint, enhancing water and energy efficiency, promoting circular practices, and fostering inclusive growth. Over the past year, we have made significant strides expanding renewable energy use, increasing water recycling rates, improving waste management practices, and scaling community engagement initiatives. These efforts reflect our dedication to creating long-term value for the environment, society, and our stakeholders.



RESPONSIBLE GOVERNANCE 01

Material Topics	DBO's Goals & Targets	Status
Organizational Ethics, Values & Governance.	Implement an ESG Governance structure.	Achieved.
IT & Cybersecurity.	No Action Needed.	
Compliance management.	Carry out periodic audits of progress on targets as well data in line with overall sustainability strategy.	Planned intervention in progress.
Innovation.	Invest in R&D and specific technologies to improve the environmental and social impacts of products and processes.	In progress.

PEOPLE-FIRST APPROACH 02

Material Topics	DBO's Goals & Targets	Status
Community Contribution.	Undertake Social Impact Assessment to measure the impact of CSR initiatives.	To be undertaken.
Health & Safety.	<ul style="list-style-type: none"> Publicly available Health & Safety policy. Develop an OHS system for company operations. 	OHS systems are already in place. Achieved ISO 45001 certification for Asmoli and Meerganj facilities.
Human Rights & Labor Standards.	<ul style="list-style-type: none"> Publicly report on human rights commitments. Develop HR due diligence process to identify risks. 	Policy highlighting DBO's commitment to Human Rights is available on website.
Diversity & Inclusion.	<ul style="list-style-type: none"> Develop an Equal Opportunity policy. Specific target to hire differently abled employees/workers. 	DBO follows an equal opportunity policy in accordance with the Rights of Persons with Disabilities Act, 2016. Initiatives are being taken to improve diversity hiring.
Training & Development.	<ul style="list-style-type: none"> Specific target for expenditure on Full Time Employee on Training and Development programs. 	In progress.

PURPOSEFUL PRODUCTS

03

Material Topics	DBO's Goals & Targets	Status
Product Stewardship.	<ul style="list-style-type: none"> • To achieve Bonsucro certification for all units. • To use sustainable packaging. 	Bonsucro Certification achieved for Asmoli Unit.
Opportunities in Health & Nutrition.	Continue to provide transparent product information through food labels as well as educate our consumers about health and well-being.	FSSAI certified products.
Sustainable Supply Chain Management.	• 100% Traceability.	100% traceability achieved.
Sustainable Agriculture.	Agricultural raw materials assessed/ certified as sustainable (Vive Claim, Bonsucro).	Bonsucro Certification achieved for Asmoli Unit.

RESOURCE-EFFICIENT OPERATIONS

04

Material Topics	DBO's Goals & Targets	Status
Energy & Emissions Management		
Water	<ul style="list-style-type: none"> • Target to reduce specific Water Intensity. • Target to reduce specific Water Intensity. 	Complying as per CPCB guidelines for water intensity for cane crushing.
Waste	Achieve Zero Waste to Landfill across all units.	To be undertaken
Biodiversity Conservation.	<ul style="list-style-type: none"> • Plant saplings. • Set target for carbon sequestration. 	20000 Saplings planted.

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT



STAKEHOLDER ENGAGEMENT

At DBO, building enduring, trust-based relationships with a wide range of stakeholders is central to our operations. These include over 160,000+ farmers, suppliers, employees, shareholders, lenders, regulators, and local communities. DBO actively fosters open, two-way communication to align stakeholder expectations with the Company's sustainability goals, enabling long-term, inclusive growth. Stakeholder insights shape our business strategies, risk management practices, and sustainability roadmap.



IDENTIFICATION AND SELECTION OF STAKEHOLDERS

DBO adopts a structured and inclusive approach to identifying and prioritizing its stakeholders, recognizing that strong, collaborative relationships are essential for sustainable growth. Stakeholders are identified based on their influence on the Company's operations, their dependence on DBO's performance, and their interest in the economic, environmental, and social outcomes of the business.

The identification process considers both internal and external stakeholder groups and is guided by ongoing interactions, regulatory requirements, industry best practices, and materiality relevance.

APPROACH TO STAKEHOLDER ENGAGEMENT

DBO follows a collaborative and responsive engagement model, ensuring grievances and feedback are addressed promptly through Board-level oversight and dedicated teams. Engagements are tailored to each stakeholder group using mechanisms such as surveys, digital tools, public disclosures, and community programs, feeding into materiality assessments and shaping short- and long-term priorities. Farmers are engaged daily through field interactions, training on sustainable practices, and digital platforms like WhatsApp and YouTube. Employees receive annual and need-based engagement via welfare programs, training, surveys, and performance reviews. Investors and shareholders are updated regularly through AGMs, disclosures, and compliance announcements. Customers are engaged monthly and as needed through quality assurance, service responsiveness, and feedback sessions. Local communities benefit from daily and need-based CSR initiatives in education, healthcare, and skill development.

Stakeholder Group	Significance for DBO	Material Needs
Farmers	Farmers are integral to DBO's core operations, forming the backbone of its agricultural value chain. Their practices directly influence cane availability, crop quality, and sustainability performance. DBO's support helps drive agricultural transformation and ensure supply chain stability.	<ul style="list-style-type: none"> - Sustainable sugarcane sourcing - Adoption of modern farming techniques - Timely payments and procurement assurance - Capacity building and training - Crop diversification and agri-risk mitigation
Employees	Employees are the drivers of operational performance, innovation, and culture. Investing in their well-being, development, and engagement is critical for building a resilient, motivated, and high-performing workforce.	<ul style="list-style-type: none"> - Occupational health and safety - Training and development - Career progression and appraisals - Diversity, equity, and inclusion - Workplace environment and engagement - Grievance redressal and feedback mechanisms
Investors and Shareholders	Investors provide the capital and strategic confidence required for business growth. Transparent engagement and governance are vital for maintaining investor trust and long-term support.	<ul style="list-style-type: none"> - Financial performance and stability - Corporate governance and transparency - ESG disclosures and impact - Risk management - Dividend distribution - Regulatory compliance (SEBI/Companies Act)
Consumers and Customers	Customers validate the company's market presence. Delivering high-quality products, maintaining safety standards, and addressing customer feedback ensures customer satisfaction and brand reputation.	<ul style="list-style-type: none"> - Product quality and safety - Customer satisfaction - Complaint resolution - Timely delivery and service - Responsible marketing and communication
Local Communities	Communities represent the socio-geographic ecosystem where DBO operates. Social investments, partnerships, and inclusive development are key to DBO's long-term license to operate.	<ul style="list-style-type: none"> - Access to healthcare and education - Skill development and livelihood support - Women and youth empowerment - Environmental stewardship - Sports, culture, and community welfare
Government and Regulatory Authorities	DBO operates under the oversight of various regulatory bodies. Adhering to legal and policy frameworks ensures operational continuity and reputation. Responsible practices also support regional development.	<ul style="list-style-type: none"> - Taxes and statutory compliance - Regulatory disclosures - Environmental compliance (pollution, safety, etc.) - Industry advocacy and representation - Alignment with national sustainability goals

MATERIALITY

At DBO, we are committed to fulfilling our responsibilities toward all stakeholders across our business ecosystem. This commitment drives us to proactively assess the evolving ESG (Environmental, Social, and Governance) landscape and identify emerging risks. By integrating ESG considerations into our core business strategy and model, we aim to enhance long-term resilience and maximize shareholder value.

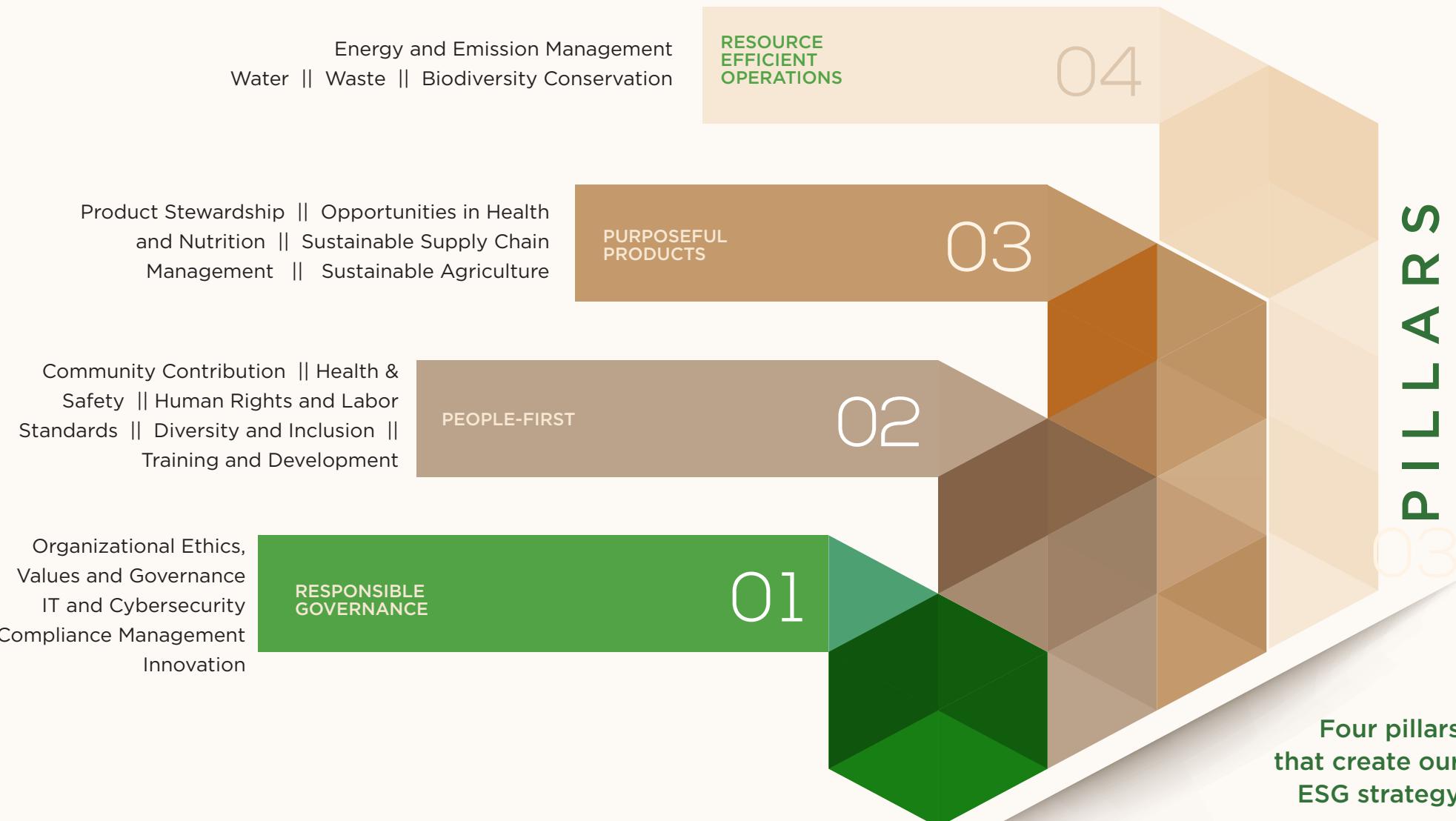
MATERIALITY ASSESSMENT

DBO first carried out a formal materiality assessment in FY 2022-23, grounded in the GRI framework and supported by both contextual relevance and stakeholder input. Since then, the assessment has been relooked annually to reflect evolving sectoral priorities, emerging risks, and new areas of opportunity. Our approach applies a multidimensional lens; sectoral, regional, national, and global to ensure that material matters are evaluated not only for their relevance today but also for their forward-looking significance.

Materiality Assessment Process

DBO's materiality process, aligned with GRI standards, involved identifying key topics through trend analysis, industry benchmarks, and stakeholder engagement; validating them with senior management; and prioritizing based on business impact and stakeholder expectations. These topics were mapped in a materiality matrix and integrated into the sustainability strategy to align with UN SDGs, ensuring focus on issues most critical to both stakeholders and the business.

Material Issues linked with DBO's ESG strategy



ALIGNMENT OF MATERIAL ISSUES WITH UN SDGS

Our dedication to promoting sustainable development and tackling urgent global issues is further reinforced by the table below, which provides a thorough depiction of how our identified material issues relate to and support the UN Sustainable Development Goals (SDGs).

ESG Pillars	Material Topics	Alignment with UN SDG,s	ESG Pillars	Material Topics	Alignment with UN SDG,s
Responsible Governance	Innovation		Purposeful Products	Product Stewardship	
	IT & Cybersecurity			Opportunities in Health & Nutrition	
	Compliance Management			Sustainable Supply Chain Management	 
	Organizational Ethics, Values & Governance			Sustainable Agriculture	 
People First	Diversity & Inclusion	 	Resource Efficient Operations	Energy & Emission Management	 
	Training & Development			Water	
	Human Rights & Labor Standards	 		Waste	
	Health & Safety			Biodiversity Conservation	 
	Community Contribution				

RESPONSIBLE GOVERNANCE

Overview

At DBO, our operations are grounded in a solid foundation of ethics, integrity, and responsible governance. We believe that integrity is fundamental to building and sustaining stakeholder trust. Our robust governance framework ensures transparency, accountability, and ethical conduct throughout the organization.

This philosophy is deeply embedded in our long-term value creation strategy. We have instituted a comprehensive set of policies and protocols to support purpose-driven, inclusive, and resilient decision-making, particularly important in the rapidly evolving sugar sector.

As part of our transformation journey, we have adopted the Global Reporting Initiative (GRI) standards, aligning our sustainability disclosures with globally recognized best practices. This reinforces our commitment to consistent, credible, and transparent communication.

Guided by a forward-looking, science-based approach, our governance model emphasizes sustainability and balance, ensuring that every decision is evaluated through the lens of long-term impact and stakeholder value. Our governance model places strong emphasis on regulatory compliance, striving not only to meet but to exceed mandated standards. We prioritize IT and cybersecurity to safeguard data integrity, while fostering a culture grounded in ethics, accountability, and innovation.



**Organizational
Ethics, Values
& Governance**



**Compliance
Management**



**IT and
Cybersecurity**



RESPONSIBLE GOVERNANCE

Direct Economic Value Generated and Distributed

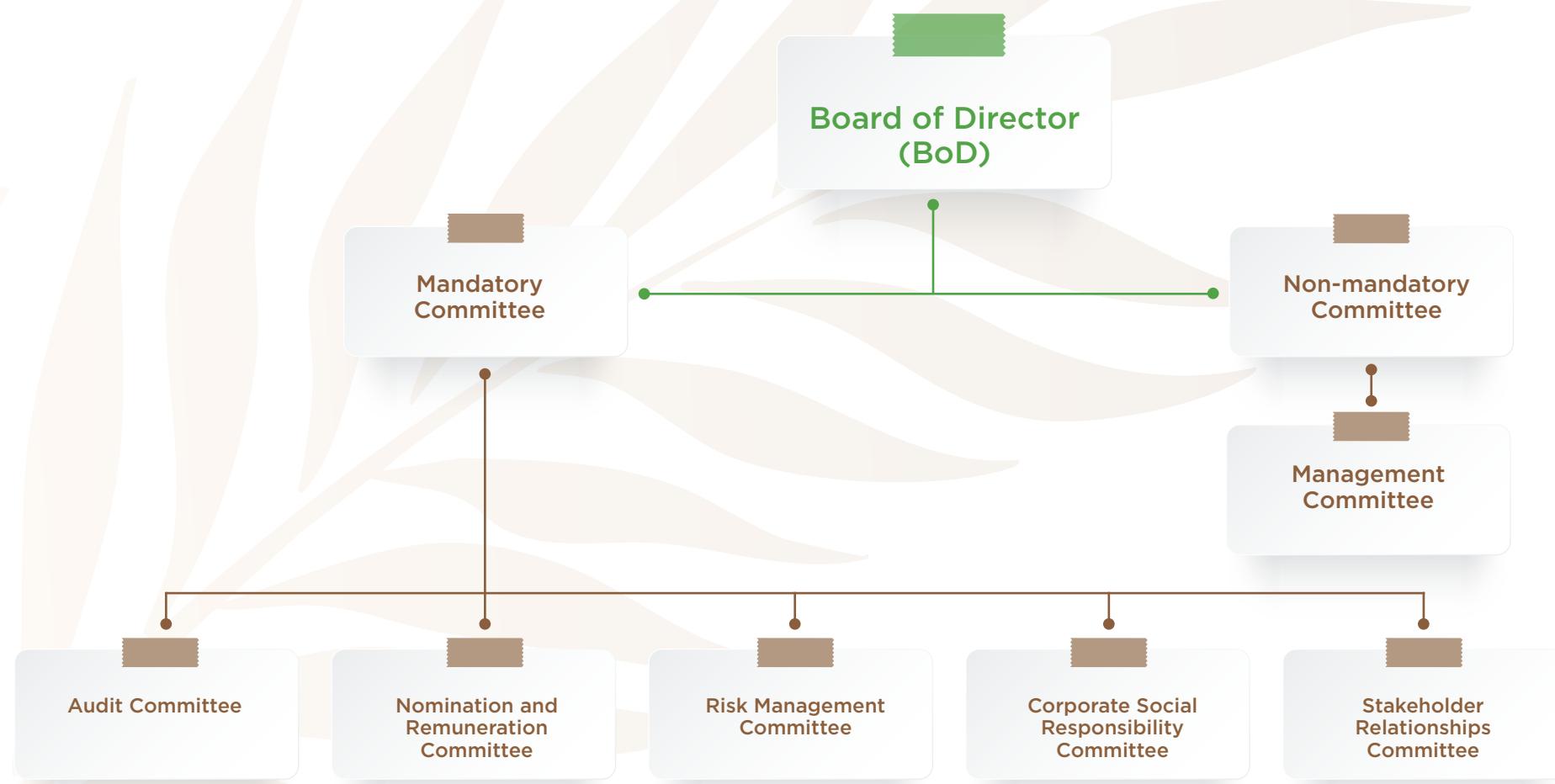
Direct Economic Value Generated and Distributed

Value Generated (in Crore)

Revenue	2718.11
Value Distributed (in Crore)	
Operating Costs	2,695.31
Employee Benefit Expenses	100.64
Finance costs	66.99

Board Composition

DBO upholds the highest standards of ethical governance, ensuring that management decisions are aligned with stakeholder interests and long-term value creation. Anchored in a robust governance framework, the Board provides strategic oversight and direction while upholding the principles of transparency, accountability, and integrity. Supported by the Chairman, Managing Director, Non-Executive Directors, and Independent Directors, the Board is well-equipped to guide the organization responsibly and effectively. It comprises experienced and diverse members who bring deep industry expertise, broad functional capabilities, and a global perspective. To ensure smooth and effective operations, the Board has established multiple committees. Each committee is chaired by a designated member responsible for promptly communicating its activities and key decisions to the Board.



Our Board Committees and Composition

22.20%

women on the
Board of Directors

For further information on our leadership
team, please visit our website

In FY 2024-25, the Company's Board comprises 9 (nine) Directors. Besides the Chairman and Managing Director & CEO, who are Executive Promoter Directors, the Board has 1 (one) Whole Time Director, 1 (one) Non-Executive Promoter Director, and 5 (five) Non-Executive Independent Directors, including 1 (one) Non-Executive Independent Woman Director.

Our Board committees play a vital role in enhancing the Board's effectiveness by focusing on specialized areas, ensuring compliance, and supporting strategic oversight. The Board of Directors has constituted various Committees comprising both Executive and Non-Executive Directors to ensure compliance with the mandatory provisions of the Companies Act, 2013, and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2025 (the Listing Regulations), as well as to discharge other key oversight and governance responsibilities.



Audit Committee



Role The Audit Committee is the link between the Statutory Auditors, Internal Auditors, and the Board.

Responsibilities

- Oversees financial reporting, internal controls, and audit processes
- Recommends the appointment and remuneration of auditors
- Reviews the functioning of the Whistle Blower Mechanism
- Approves and monitors related party transactions
- Ensures the integrity and accuracy of financial statements

Nomination & Remuneration Committee

Role Ensures effective leadership and governance by overseeing Board composition, executive appointments, and aligning remuneration with the Company's strategic goals.

Responsibilities

- Formulates qualification criteria for Directors, including positive attributes and independence
- Recommends the remuneration policy for the Director, Key managerial personnel, and other employees of the Company
- Identifies and evaluates qualified individuals for key management positions
- Develops and implements criteria for performance evaluation of the Board and individual Directors



Stakeholders relationship committee

Role

The Stakeholders' Relationship Committee oversees the prompt resolution of shareholder and investor grievances related to share transfers, dividend distribution, and other related matters.

Responsibilities

- Addresses grievances of security holders
- Monitors compliance with service standards by the Registrar and Transfer Agents (RTA)
- Reviews measures to ensure the timely distribution of dividends, reports, and shareholder communications



Corporate Social Responsibility (CSR) Committee

Role

The Corporate Social Responsibility (CSR) Committee assists the Board in fulfilling its social responsibilities by formulating and overseeing the implementation of the CSR policy, in alignment with Schedule VII of the Companies Act, 2013

Responsibilities

- Formulates the Company's CSR Policy and recommends activities in line with Schedule VII of the Companies Act
- Develops and oversees the implementation of the Annual CSR Action Plan
- Periodically monitors and evaluates the effectiveness of the CSR Policy and initiatives

Risk Management Committee

Role	The Risk Management Committee is responsible for formulating the Company's risk strategy and management framework, aimed at safeguarding against significant losses. It also oversees the processes for risk identification, assessment, minimization, and mitigation.
Responsibilities	<ul style="list-style-type: none">• Formulates and periodically reviews the Risk Management Policy• Establishes systems to identify, monitor, and evaluate business risks

Management Committee

Role	The Management Committee, a non-mandatory committee constituted by the Board, is responsible for handling the Company's routine operational matters in accordance with the powers delegated by the Board.
Responsibilities	<ul style="list-style-type: none">• Approves borrowing of funds from banks and financial institutions• Enters into private placement agreements• Authorizes representatives for statutory and regulatory matters• Manages the Company's bank accounts• Oversees securities allotment, listing, and related business operations





Nomination and Remuneration Process

DBO has constituted a Nomination and Remuneration Committee (NRC) in accordance with the provisions of Section 178 of the Companies Act, 2013, and Regulation 19 read with Schedule II of the SEBI Listing Regulations. The NRC is entrusted with the responsibility of overseeing matters related to the appointment, removal, remuneration, evaluation, and succession of Directors, Key Managerial Personnel (KMPs), Senior Management Personnel (SMPs), and other employees.

In line with these mandates, the Board has approved the Nomination and Remuneration Policy, which lays down the guiding principles for Director appointments based on factors such as academic background, industry knowledge, and functional expertise. The policy also covers aspects of board diversity, performance evaluation, and succession planning. The policy is publicly disclosed and accessible under the 'Policies' section of the Company's website: <https://www.dhampur.com/investor/other-disclosures>.

The remuneration structure for Directors, KMPs, and SMPs is governed by this policy,

ensuring a transparent and merit-based approach.

DBO maintains transparency and fairness in its compensation practices, ensuring alignment with responsible remuneration principles.

In addition, the Company conducts a structured Familiarization Program for its Independent Directors. This initiative enables them to gain a comprehensive understanding of the Company's business model, organizational structure, and their fiduciary duties, thereby enhancing their ability to contribute meaningfully to strategic oversight and governance.

Board Training

To strengthen governance effectiveness, DBO ensures that its Board members remain well-versed in the Company's procedures, practices, and strategic priorities. Directors are provided with comprehensive resources, including internal policies, strategic documents, and sectoral reference materials, to support continuous learning.

Training programs are designed to enhance competencies related to the Company's sector, products, and geographic footprint, with a particular emphasis on material sustainability impacts. During the reporting year, the Board of Directors participated in training sessions covering statutory and regulatory developments in the sugar

industry as well as updates on the Company's business and performance, with 100% attendance achieved. In parallel, all Key Managerial Personnel (KMPs) also underwent training on statutory and regulatory changes applicable to the sugar sector, ensuring alignment across leadership levels.

Performance Evaluation

In accordance with the methodology prescribed by the Nomination and Remuneration Committee (NRC), the Board conducted its annual performance evaluation covering the Board as a whole, its committees, and individual directors. The evaluation was based on inputs received from all Directors and assessed against defined criteria across multiple dimensions.

Additionally, a separate meeting of the Independent Directors was held on February 20, 2025, to evaluate the performance of the Non-Independent Directors, the Board, its committees, and the Chairman. The Independent Directors expressed satisfaction with the overall evaluation process.



ORGANIZATIONAL ETHICS, VALUES & GOVERNANCE

At DBO, strong governance, ethics, and organizational values form the foundation of our sustained progress. We recognize that these principles are not only vital for achieving long-term business objectives but also for building trust and creating enduring value for all stakeholders.

Our ESG strategy is structured to ensure both strategic alignment and effective operational execution across sustainability priorities. In line with our Corporate Governance Guidelines, the Board of Directors assumes ultimate responsibility for ESG and sustainability governance. The Board oversees ESG strategy, performance, risks, and opportunities, while specific responsibilities are delegated to relevant

Board Committees, as defined in their charters. These committees conduct regular, in-depth reviews of key ESG issues, ensuring well-informed decision-making and robust oversight.

Ethics and compliance are central to this governance framework. Our Code of Conduct reflects DBO's values and ethical commitments, providing clear guidance on matters such as human rights, anti-corruption, antitrust, whistleblower protection, and health and safety. All Directors, Senior Management, and employees are required to undergo annual training on the Code and formally affirm their understanding and compliance.

To further strengthen awareness, our Ethics & Compliance Training Program delivers mandatory online modules, targeted workshops, and live sessions tailored to equip employees with the knowledge and tools to uphold the Code in practice. In addition, statutory and internal audits are conducted throughout the year, with findings and corrective action plans closely monitored by the Audit Committee to reinforce accountability.

The Code of Conduct for Directors and Senior Management is publicly available on our website under the 'Policies' section, while the employee Code is accessible via our internal portal.

In FY 2024-25, there were **no reported cases of corruption or bribery involving** Directors, Key Managerial Personnel (KMPs), or employees, by law enforcement agencies.

DBO is committed to fostering a culture of integrity and dedication among its employees and expects all members of the workforce, including Directors and Senior Management, to demonstrate the highest standards of loyalty to the Company. Employees, Directors, and Senior Management are prohibited from engaging

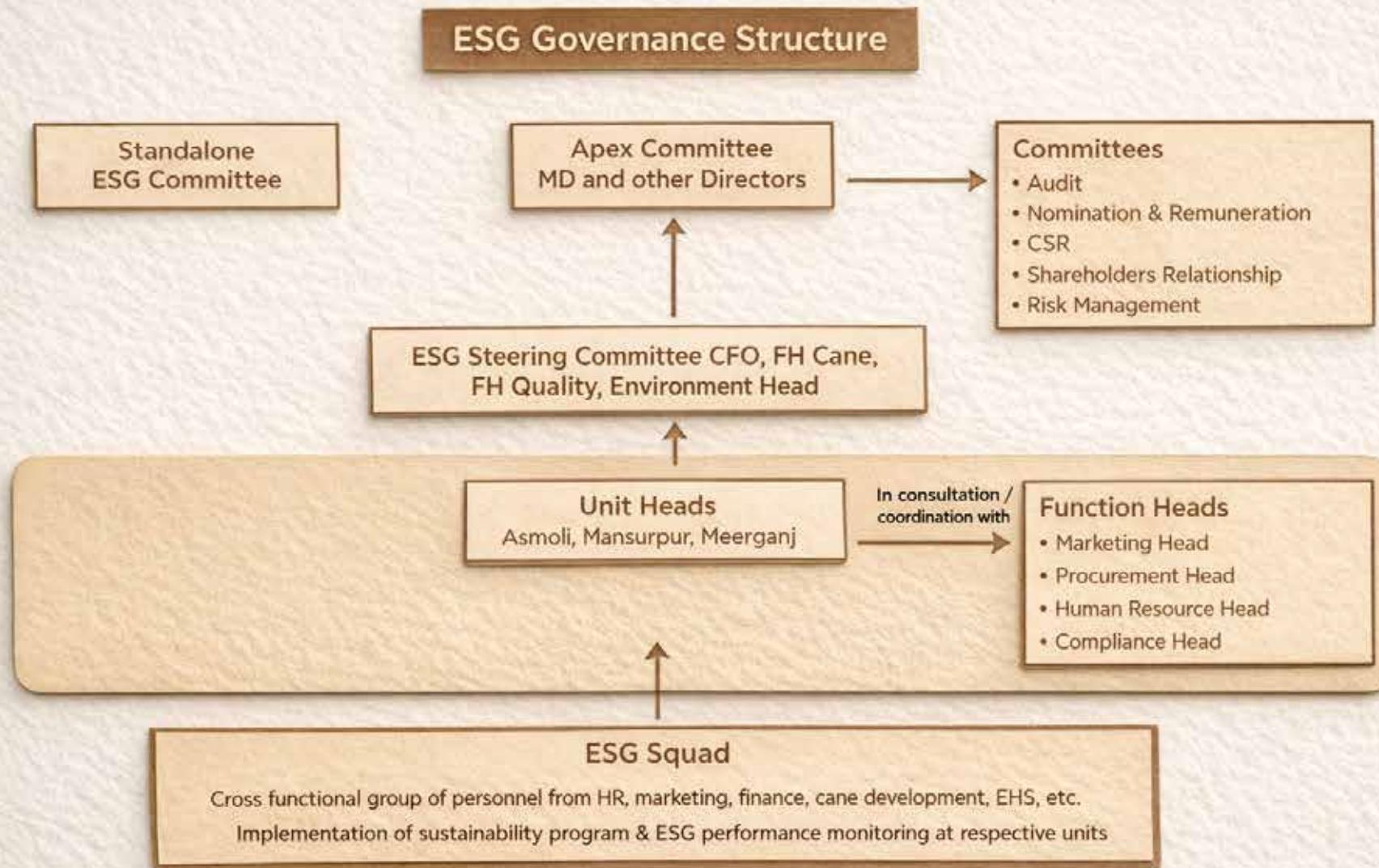
in any business activity that creates, or could be perceived to create, a conflict of interest with the interests of the Company.

To reinforce this commitment, DBO has established a robust Grievance Redressal Mechanism that fosters open dialogue and

encourages resolution of workplace concerns at the local level. It ensures a safe and non-retaliatory environment for all employees and workers to voice issues. During the reporting period, no corrective actions were required for anti-competitive conduct, as no such cases were identified.

ESG GOVERNANCE

DBO has instituted a robust ESG governance framework to proactively drive its sustainability agenda and ensure the achievement of its long-term goals. This multi-tiered structure comprises the Apex Committee, ESG Steering Committee, and ESG Task Force, each with defined roles and responsibilities.



At the top, the Apex Committee, comprising the Managing Director, Independent Directors, Chairman, and Whole-time Director, provides strategic direction on the company's sustainability priorities. It is responsible for reviewing and approving public ESG disclosures, allocating resources for implementation, and overseeing the overall ESG roadmap and performance.

Supporting this is the ESG Steering Committee, which includes the Chief Financial Officer (CFO), Function Head - Cane, Function Head- Quality, and the Environmental Head. This committee plays a critical role in defining sustainability goals, aligning operational plans with strategic objectives, and appointing ESG mentors for each key pillar. The ESG Task Force, consisting of unit and function heads, is responsible for the execution of specific ESG initiatives across the organization. Working in collaboration with the ESG Squad, a cross-functional group with representatives from HR, Marketing, Finance, EHS, and the

Cane Development Team. The Task Force leads initiatives under each focus area, monitors progress, tracks relevant KPIs, and oversees risk management. To strengthen grassroots implementation, Sustainability Champions are appointed at each unit. These Champions are part of the ESG Squad, coordinate monthly reviews of progress within their units, and report quarterly to the ESG Steering Committee, ensuring continuous feedback and alignment across all levels of the organization.

Complementing the ESG framework, DBO embeds strong governance, ethics, and compliance standards across its operations. We work in close collaboration with business units to actively promote legal and ethical practices, ensuring that all actions are aligned with our values and fully comply with applicable laws and regulations. To support this commitment, DBO has established a comprehensive set of policies and procedures that provide clear guidance on ethical conduct, reinforce accountability,

and foster a culture of integrity across the organization.

ESG Policy

Effective ESG policies form the foundation of DBO's sustainable business strategy by embedding sustainability into core operations and promoting transparency and accountability. These policies enable the company to manage risks, capture new opportunities, and create long-term value while meeting stakeholder expectations and addressing emerging ESG priorities.



OUR TAX STRATEGY

DBO is committed to maintaining full compliance with Indian tax laws while supporting equitable wealth distribution. Our CFO leads the formulation of a robust tax strategy that ensures legal adherence and optimizes tax efficiency. To strengthen compliance, we provide comprehensive training for internal stakeholders on national and international tax regulations. These efforts reinforce our commitment to transparency and uphold a clear, responsible approach to taxation across all operations.

RISK ASSESSMENT

Risk is an inherent aspect of any business, and DBO has established a comprehensive Risk Management Policy to proactively identify, assess, and mitigate internal and external risks that could materially impact the Company's operations. The Risk Management Committee, constituted by the Board of Directors, oversees the implementation of this framework and monitors the effectiveness of the risk management processes.

The Committee is responsible for formulating the Company's risk strategy and ensuring that appropriate systems, methodologies, and processes are in place to identify, evaluate, and mitigate risks. It also reviews critical risks periodically and ensures timely corrective actions. The Committee is chaired by an Independent Director, and its composition

complies with the requirements of Regulation 21 of the SEBI Listing Regulations.

The Company has also established procedures for risk assessment and minimization, which are periodically reviewed by the Board. These procedures form part of a broader internal control system designed to support effective risk mitigation and operational resilience.

At DBO, risk management is embedded across functions. We emphasize proactive planning, timely identification, structured assessment, and continuous monitoring of risks. Cross-functional teams collaborate to identify potential risks, conduct thorough evaluations, and report key issues to the Risk Management Committee. The Committee develops mitigation strategies, whose implementation is closely monitored and reviewed by the Board.

At DBO, we follow a holistic and proactive approach to risk management, addressing all key dimensions of risk across our operations. For more details, please refer to page 35 of the Annual Report 2024-25.

PHYSICAL RISK ASSESSMENT

The sugar industry is inherently sensitive to climatic conditions, as both agricultural productivity and industrial operations depend heavily on temperature, rainfall, and water availability. Rising global temperatures, changing precipitation patterns, and increasing frequency

of extreme weather events pose material risks to sugarcane cultivation and mill operations. For a company like Dhampur Bio Organics Limited (DBO) with operations closely linked to the agricultural landscape and water-intensive processes—understanding and addressing physical climate risks is critical to ensuring long-term resilience, resource security, and business continuity. Assessing these risks enables proactive adaptation planning, safeguarding supply chain stability, and supporting DBO's commitment to sustainable and climate-resilient growth.

To evaluate potential climate impacts, DBO undertook a detailed physical climate risk assessment across its operational sites, covering both historical (baseline) and projected future conditions. The analysis considered multiple acute and chronic hazards that could influence operations and surrounding ecosystems. The key climate hazards assessed include extreme heat, water scarcity, riverine flood, and extreme rainfall-induced flood. Future climate projections were analysed under two representative climate scenarios SSP3-7.0 and SSP5-8.5 for the 2030- and 2050-time horizons. This approach provides an understanding of how hazard intensity and frequency may evolve under different emission pathways, enabling DBO to identify high-risk sites and integrate climate resilience measures into its sustainability strategy.

Low-emission scenario

(Regional Rivalry – Limited Climate Action)

SSP3-7.0 is a low-mitigation scenario characterized by limited global cooperation, regional policy divergence, and slower technological development.

High-emission scenario

(Business-as-usual without additional mitigation)

SSP5-8.5 is a high-emissions scenario that follows a fossil fuel-driven growth model with minimal additional climate policy.

Scenarios

The climate risk assessment was carried out for three key DBO operational sites- Mansurpur, Asmoli, and Meerganj to evaluate their exposure and sensitivity to selected climate hazards. The assessment framework considered three key components: hazard, representing the likelihood and intensity of climate events; exposure, referring to the degree to which assets and operations are located in areas prone to such hazards; and vulnerability, which encompasses the site's sensitivity and adaptive capacity to respond to climatic stressors. Using this integrated approach, four major physical hazards i.e. extreme heat, water scarcity, riverine flood, and extreme rainfall flood were analyzed for both baseline and future scenarios (2030 and 2050) under SSP3-7.0 and SSP5-8.5 pathways. The consolidated results for each location are presented in the table below.

Location	Extreme Heat				Water Scarcity				Riverine Flood				Extreme Rainfall Flood							
	Baseline	SSP3-7		SSP5-8.5		Baseline	SSP3-7		SSP5-8.5		Baseline	SSP3-7		SSP5-8.5		Baseline	SSP3-7		SSP5-8.5	
		2030	2050	2030	2050		2030	2050	2030	2050		2030	2050	2030	2050		2030	2050	2030	2050
Mansurpur Plant																				
Asmoli Plant																				
Meerganj Plant																				

Legend -

No Hazard

Low

Medium

High

The assessment indicates that extreme heat remains a significant and persistent hazard across all three sites, Mansurpur, Asmoli, and Meerganj under both baseline and future climate scenarios. While the overall hazard levels are consistently high, the degree of risk varies with site-specific sensitivities and adaptive capacity. At Mansurpur and Asmoli, the climate risk is assessed as medium in the short term (2030) and expected to increase by 2050 under both SSP3-7.0 and SSP5-8.5 pathways, driven by rising temperature extremes and potential impacts on workforce health and operational efficiency. Meerganj, in contrast, exhibits low to medium risk through 2030 and 2050, benefiting from existing green buffer zones and vegetation cover that mitigate local heat exposure. In terms of water scarcity, the underlying hazard remains high across all time horizons, reflecting increasing

competition for groundwater and changing rainfall patterns. Despite this elevated hazard, Mansurpur and Asmoli exhibit low to medium climate risk in 2030 and 2050, supported by the implementation of adaptive measures such as rainwater harvesting and water recycling. These locations fall within semi-critical groundwater zones as per the CGWB assessment. In contrast, Meerganj is not projected to experience material climate risk in the near term (2030) under either scenario; however, the risk may increase to a medium level in the longer term (2050). Meerganj is currently classified under the 'safe' groundwater category according to the CGWB report.

For riverine flooding, the hazard is negligible for Mansurpur and Asmoli across baseline and future scenarios, indicating no significant climate-related risk from river inundation. The

Meerganj site shows a potential flood depth exceeding 2 metres during an extreme event, but its distance of more than 2 km from the nearest river limits the overall risk to low under all scenarios. Conversely, extreme rainfall-induced flooding shows an increasing hazard trend toward 2030 and 2050 under both SSP pathways. While Mansurpur and Asmoli continue to experience low risk due to effective stormwater drainage infrastructure and their non-low-lying locations, Meerganj is projected to experience medium risk by mid-century, largely due to intensified precipitation and moderate site exposure. These findings underscore the need for site-specific adaptation measures, particularly in managing heat and water stress, to strengthen DBO's overall climate resilience.

TRANSITION RISK ASSESSMENT

The transition to a low-carbon economy presents both risks and opportunities. DBO operates in the sugarcane processing sector as a leading sugar producer with expanding operations in agri-business and bioenergy. The company follows a fully integrated and circular business model encompassing the entire sugarcane value chain. Given this integrated presence in a highly regulated sector, the risks and opportunities emerging from the global low-carbon transition are particularly

significant and directly relevant to DBO's business.

Transition risks, ranging from shifting policies and regulations to changing markets, technological disruption, and reputational pressures, can significantly impact our business. With government mandates around Ethanol blending evolving, we are proactively evaluating these risks to safeguard our operations, business model and long-term strategy.

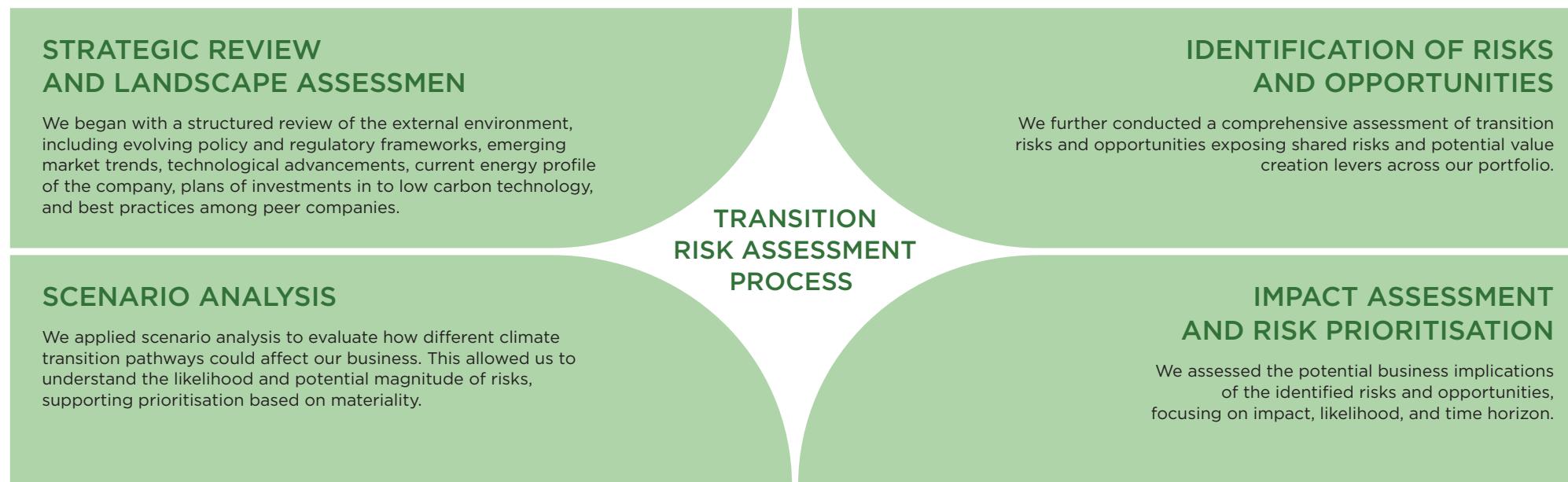
By employing scenario analysis as a forward-looking tool, we assess how different regulatory, market, and technological trajectories could affect our business. Our analysis incorporates two transition pathways, aligned with frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD) and IFRS S2, covering both business-as-usual (reference scenario) and accelerated low-carbon pathways.

Scenarios

Risk levels are determined as Low, Medium, and High in alignment with the respective scenario assumptions, reflecting the temperature rise and policy trajectories outlined by the IEA.

Scenarios	Description	Rise in Temperature
IEA Stated Policies Scenario (STEPS)	Reflects current policy settings based on a detailed sector-by-sector and country-by-country assessment of energy-related policies as of August 2024, including those under development.	2.7°C by 2100
IEA Net Zero Emissions by 2050 (NZE 2050)	Outlines a pathway for the global energy sector to achieve net zero GHG emissions by 2050, aligned with limiting global warming to 1.5°C.	1.5°C by 2100

Transition Risk Assessment Process



Risk assessment Scale and Scoring: The overall Transition Impact of a Risk or Opportunity is evaluated for both Business-as-usual and Net Zero emissions scenarios over the medium and long term. It is evaluated by assessing its Impact and Likelihood.

Overall Risk Impact = Risk Impact × Risk Likelihood

Impact and Likelihood:



Overall Impact:



KEY RISKS IDENTIFIED:

Risk Type: Policy and Legal						
Risk: Mandates on and regulation of existing products and services						
Risk Description: India's evolving biofuel policy landscape anchored in ethanol blending targets, and feedstock regulations creates both opportunity and risk exposure for producers like DBO. While these mandates have enabled rapid industry growth, their rapid evolution (driven partially by nation's climate goals) also creates significant transition risk for sugarcane ethanol producers. Hence ethanol producers like DBO are therefore expanding capacity (often toward higher-return feedstocks) and lobbying for policy clarity around higher blending targets and emerging mandates such as Sustainable Aviation Fuel (SAF). These developments underscore that, in the transition to a low-carbon economy, the ethanol sector's fate hinges on how mandates balance climate objectives with industrial viability.						

Scenario	Impact		Likelihood		Overall Risk Impact	
	Up to 2030	Up to 2050	Up to 2030	Up to 2050	Up to 2030	Up to 2050
IEA STEPS	Medium	Low	Low	Medium	Low	Low
IEA NZE 2050	Low	Low	Medium	High	Low	Low

Risk Implication:

- Under the STEPS (Business-as-Usual) scenario, regulations around feedstock for ethanol production remains volatile there is limited policy progression beyond E20. Persistently high fossil fuel prices without corresponding increases in blending mandates constrain ethanol demand growth, creating the risk of underutilized distillery capacity and asset stranding for producers like DBO that have invested in E20+ readiness. In the long term, however stated policies around SAF mandates allows DBO to scale alternative offering aided by rising cane sugar supply projected in the long run.
- Under the NZE (Net Zero, 1.5°C-aligned) scenario, accelerated decarbonization efforts and higher CO₂ prices are expected to expand ethanol blending mandates (E27-E30), providing stronger offtake certainty with Oil Marketing Companies (OMC's) and improving utilization of DBO's existing production capacity.

Risk Type: Market

Risk: Volatility in Raw material prices and supply due to Physical Climate factors

Risk Description: Sugarcane, being an agriculture-based feedstock, is inherently vulnerable to fluctuations in climatic conditions. The crop's growth and sucrose recovery depend heavily on stable temperature, adequate rainfall, and predictable monsoon cycles. Increasing frequency of droughts, floods, and heatwaves has led to sharp fluctuations in cane yield and recovery rates, causing supply and price volatility across India. Such volatility disrupts raw material availability, impacts distillery utilization, and elevates input costs.

Scenario	Impact		Likelihood		Overall Risk Impact	
	Up to 2030	Up to 2050	Up to 2030	Up to 2050	Up to 2030	Up to 2050
IEA STEPS						
IEA NZE 2050						

Risk Implication:

- Under the STEPS (Business-as-Usual) scenario, continued high emissions and temperature rise are expected to intensify droughts, floods, and erratic rainfall patterns in Uttar Pradesh—DBO's primary sourcing region. Such events could cause seasonal cane shortages, leading to input cost

escalation and production disruptions due to early mill closures or reduced throughput. Over the long term (to 2050), increased recurring climate shocks may radically increase cane prices State Advised Prices (SAP) and irrigation costs, compressing operating margins and straining feedstock availability for ethanol and sugar operations.

- Under the NZE (1.5°C-aligned) scenario, physical risks remain moderate in the short term as global mitigation efforts stabilize temperature rise and rainfall variability. However, residual hazards especially localized droughts and floods will continue to persist in long term. Overall, DBO faces a moderate-to-high impact risk, rising toward high over the long term under BAU scenario.

Risk Type: Reputation

Risk: Rising Stakeholder expectations around Net Zero Targets

Risk Description: As India advances toward its 2070 Net Zero commitment, expectations from investors, institutional customers, and lenders for credible corporate decarbonization pathways are intensifying. Stakeholders increasingly seek science-based Scope 1, Scope 2, and Scope 3 emission reduction targets, transparent disclosures, and alignment with global climate frameworks. While DBO already operates a highly decarbonized business model by meeting over 99% of its energy demand through renewable sources such as bagasse-based cogeneration there remains a transition risk arising from the absence of a formally defined Net Zero roadmap. The lack of time-bound targets and validated pathways could place DBO at a comparative disadvantage against peers and evolving stakeholder expectations. However, the company's stated commitments to set an absolute Scope 1+2 Net Zero target and to account for Scope 3 emissions indicate alignment and materially reduce the potential severity of this risk, provided these commitments translate into timely and measurable action.

Scenario	Impact		Likelihood		Overall Risk Impact	
	Up to 2030	Up to 2050	Up to 2030	Up to 2050	Up to 2030	Up to 2050
IEA STEPS						
IEA NZE 2050						

Risk Implication:

- Under the STEPS (Business-as-Usual) scenario, stakeholder expectations on decarbonization remain moderate in the short term, with limited regulatory or investor pressure for verified Net Zero alignment. Consequently, delayed target-setting or partial disclosure (e.g. Scope 1+2 "to be undertaken," Scope 3 "to be added") poses a low short-term impact for DBO. However, by the long term, as India's national commitments under

its NDCs mature and investor disclosure frameworks (BRSR Core, ISSB, SBTi) become mainstream, expectations for validated Net Zero pathways will intensify. In this context, DBO's continued absence of a defined, time-bound reduction trajectory could lead to heightened reputational and capital access risk, raising its long-term impact to moderate under STEPS.

- Under the NZE (Net Zero-aligned) scenario, global alignment toward 1.5°C pathways and increased investor due diligence accelerate demand for measurable decarbonization progress. Stakeholders including lenders, multinational customers, and supply chain partners would expect DBO to disclose credible Scope 1-3 inventories and adopt SBTi-validated targets. This scenario exerts moderate impact in the short term, escalating to high in the long term if DBO fails to demonstrate transparent, verifiable progress on its Net Zero commitments. Conversely, proactive alignment and SBTi validation would position DBO favourably within a low-carbon transition economy.

Overall, Dhampur Bio Organics faces a multifaceted transition landscape shaped by regulatory, physical climate hazards, and stakeholder-driven pressures. The company's ethanol business remains moderately exposed to policy and mandate volatility, as unclear future biofuel blending targets, government-administered pricing, and feedstock rules can directly influence capacity utilization, margins, and long-term investment recovery.

Simultaneously, sugarcane supply volatility driven by increasing frequency of droughts, floods, and temperature extremes in Uttar Pradesh poses operational and cost risks, as input prices rise, and mill operations face intermittent disruption.

Overlaying these, rising stakeholder expectations around Net Zero commitments are intensifying, with investors and customers demanding measurable Scope 1-3 emission reductions and transparent reporting.

Collectively, these transition drivers underscore the need for DBO to enhance policy adaptability, strengthen climate resilience in its supply chain, and accelerate progress toward science-based decarbonization targets to maintain competitiveness in an increasingly low-carbon economy.

Key Opportunities Identified:

The global shift to a low-carbon economy demands proactive management but also creates opportunities for DBO. With low-emission processes and a strong focus on innovation, we are well-positioned to benefit from the integrated bagasse-based cogeneration system through renewable energy certificates (RECs) and India's evolving carbon market framework. Moreover, it is inherently well positioned to expand into Compressed Bio Gas (CBG) production by leveraging its integrated agri-bio-industrial operating model, existing anaerobic digestion infrastructure, and access to consistent organic feedstocks.



Opportunity: Voluntary Participation in Carbon Markets

Opportunity Description: Dhampur Bio Organics Limited (DBO) is strategically positioned to capitalize on India's evolving renewable and carbon markets through its bagasse-based cogeneration system. As one of the early movers in renewable energy within the sugar industry, DBO's integrated operations already achieve net energy positivity, meeting over 99% of total energy demand through renewables (bagasse and solar) while exporting 7.10 crore units of surplus power in FY 2024-25 annually to the Uttar Pradesh Power Corporation Ltd. (UPPCL).

This energy model presents a strong financial and strategic opportunity under India's emerging Renewable Energy Certificate (REC) and Indian Carbon Market (ICM) frameworks. DBO can generate and trade RECs for each megawatt-hour of renewable electricity exported to the grid. Additionally, the Carbon Credit Trading Scheme (CCTS, 2023) enables entities like DBO—though not obligated—to participate in the voluntary carbon market (VCM) by earning Carbon Credit Certificates (CCCs) for bagasse-based renewable generation, as bagasse qualifies as a biogenic, low-carbon biomass source.

Key opportunities include:

- Revenue and Strategic Opportunities:
 - REC's: With its substantial export of renewable electricity to the state grid, DBO has the potential to create a consistent stream of RECs that can be monetized through national renewable energy markets, strengthening both its financial resilience and renewable energy credentials.
 - VCM: Through participation in the Indian Carbon Market's voluntary mechanism, DBO's bagasse-based energy generation classified as biomass-derived renewable power offers the potential to earn Carbon Credit Certificates (CCCs) for avoided emissions. These certificates may be traded with buyers seeking verified emission reductions.
- Opportunities Beyond Revenue:
 - Alignment with National and Global Climate Goals: Supports India's NDC commitment of 50% cumulative electric capacity from non-fossil sources by 2030.
 - Readiness for Future Compliance Expansion: Early participation in voluntary markets builds internal capability and data systems, positioning DBO advantageously if sugar or bioenergy sectors are later added under the compliance track of CCTS.
 - Integration with Net Zero Roadmap: Revenue from RECs and carbon credits can fund DBO's Scope 1+2 Net Zero transition initiatives.

Opportunity: Expansion into Compressed Biogas (CBG) Leveraging DBO's Integrated Circular Value Chain

Opportunity Description: Dhampur Bio Organics (DBO) already operates a 3600 m³ Upflow Anaerobic Sludge Blanket Reactor (UASBR) and anaerobic bio-digesters within its Effluent Treatment Plants, which generate biogas as part of routine wastewater treatment. While this biogas is currently utilized internally for energy generation, it provides a strong technological and operational foundation for upgrading biogas to CBG.

As India accelerates its transition toward low-carbon fuels and waste-to-energy solutions, CBG represents a logical extension of DBO's bio-energy strategy. The company's distillery operations, sugar processing activities, and agricultural linkages generate multiple biogenic residues—such as press mud, spent wash, and agricultural biomass—that are globally recognized feedstocks for biogas and CBG production. Transitioning a portion of these streams toward dedicated biogas upgrading would enable DBO to diversify its product portfolio, enhance value realization from waste, and strengthen its alignment with national decarbonization and circular economy objectives.

Key opportunities include:

- **Portfolio Diversification into Low-Carbon Fuels:**

- o CBG would allow DBO to expand beyond ethanol, power, and bio-manure into gaseous renewable fuels, reducing dependence on policy-driven ethanol blending mandates. As CBG is chemically equivalent to fossil CNG, it offers flexibility across transport, industrial, and future gas-grid markets, improving resilience against regulatory or demand-side volatility in liquid biofuels.

- **Value Uplift from Existing Waste Streams:**

- o DBO currently utilizes press mud, spent wash, and agricultural residues primarily for composting, incineration, or internal energy use. Upgrading these streams to CBG enables higher value extraction per unit of biomass, transforming waste management from a cost and compliance function into a strategic value-creation lever.

- **Leverage of Existing Bio-energy and Treatment Infrastructure:**

- o The presence of UASBRs, anaerobic digesters, ZLD-compliant distillery systems, and renewable power infrastructure significantly lowers technical and execution risk for CBG integration. This reduces the learning curve and incremental capital intensity compared to greenfield CBG developers.

- **Strengthening of Circular Economy and Scope 3 Linkages:**

- CBG production, combined with digestate use as organic fertilizer, deepens DBO's circular operating model by returning nutrients to soil while generating clean energy. Through its engagement with over 160,000 farmers, DBO can potentially integrate CBG and digestate into a closed-loop agri-energy ecosystem, improving long-term feedstock security and reducing value-chain emissions.

- **Alignment with Emerging Climate and Energy Market Signals**

- CBG aligns strongly with India's waste-to-energy priorities, biofuel substitution goals, and the development of voluntary carbon markets under the Indian Carbon Market framework. Early participation positions DBO to benefit from future market-based instruments, sustainability-linked financing, and customer demand for low-carbon fuels.



COMPLIANCE MANAGEMENT

We are committed to upholding the highest standards of legal and regulatory compliance across all areas of our operations. Robust internal systems are in place to ensure adherence to applicable laws, regulations, and statutory requirements, with regular assessments to evaluate their adequacy and effectiveness.

Throughout the reporting period, we remained fully compliant with all sector-specific legal obligations and consistently submitted statutory filings and periodic returns within prescribed timelines. Our governance practices are further reinforced through the adoption and periodic review of Secretarial Standards issued by the Institute of Company Secretaries of India (ICSI).

We ensure full compliance with national and international standards, including those set by state and central pollution control boards, labour regulations, and global frameworks such as the ILO conventions and UN Guiding Principles on Business and Human Rights (UNGPs). These norms are fully integrated into our procurement, operational, and workforce practices, underscoring our ethical and legal responsibilities.

To go beyond compliance, we have voluntarily adopted globally recognized certifications such as FSSC 22000, ISO 9001:2015, ISO 14001:2015, and Bonsucro. These certifications demonstrate our proactive approach to sustainability, operational excellence, and the integration of human rights into our core business processes. Our strong audit mechanisms and transparent reporting practices further ensure that our actions remain aligned with our values.



FSSC 22000

Food Safety System Certification FSSC 22000

Dhampur Bio Organics Limited, Unit-Asmoli Division-Sugar, has been certified with FSSC 22000 for the manufacturing of Refined Sugar.



ISO 14001:2015

Dhampur Bio Organics Limited, Unit-Mansurpur has been certified with ISO 14001:2015 for manufacturing of Refined White Sugar.



Certificate of Drug Formulation Approval

Dhampur Bio Organics Limited, Unit-Asmoli Division-Sugar has been granted license(s) to manufacture Pharmaceutical Grade Sugar Quality ICUMSA below 45 conforming to I.P / B.P / U.S.P specification.



Bonsucro Certification

Dhampur Bio Organics Limited, Unit Asmoli, has been certified with Bonsucro Certification Protocol V 6.0, Bonsucro Production Standard for Smallholder Farmers, V1.01 For the Production of Sugarcane.



ISO 9001:2015

Dhampur Bio Organics Limited, Unit-Mansurpur has been certified with ISO 9001:2015 for the manufacturing of Refined White Sugar.



Bonsucro Certification

Dhampur Bio Organics Limited, Unit Asmoli has been certified with Bonsucro Certification Protocol V 6.0, Bonsucro Guidelines for

Claims & Labelling, Version 7.1, Bonsucro Production Standard V 5.2 [milling indicators], Bonsucro Mass Balance Chain of Custody Standard V 5.1 For Production of refined Sugar and Molasses.

IT & CYBERSECURITY

At DBO, our commitment to transparency and accountability extends across our digital transformation and cybersecurity practices. As a proactive leader in the sugar industry, we are strengthening our cybersecurity readiness to address emerging digital risks. We were among the first in the sector to conduct a Vulnerability Assessment and Penetration Testing (VAPT) audit, enabling early identification and mitigation of critical threats. In addition, our adoption of RISE with SAP has enhanced agility, integration, and scalability across business systems. This reflects our commitment to long-term digital resilience.

Trust remains the foundation of our relationships with consumers, customers, employees, and business partners. We uphold this trust by responsibly managing personal data and protecting information assets. Our approach to data privacy is based on a strong ethical framework that emphasizes individual rights and the secure handling of personal information. We comply with all applicable data privacy

regulations that govern the collection, use, storage, transfer, and disposal of personal data. To support this commitment, we have implemented a comprehensive IT Asset Management and Cybersecurity Policy. This policy defines protocols for the responsible use and management of digital infrastructure, including acquisition and decommissioning of IT assets, and promotes secure and standardized practices across the organization.

Our cybersecurity framework is anchored by a robust Information Security Management System (ISMS) and reinforced by strong endpoint security controls. A clearly defined IT organizational structure at both corporate and site levels supports its implementation. We follow regular maintenance protocols for IT infrastructure and generate daily cybersecurity monitoring reports. Our Incident Response Plan, which includes business continuity and contingency measures, is reviewed annually to ensure preparedness.

Employee awareness and accountability are central to our strategy. All professional employees complete mandatory training on the Acceptable Use and Data Classification Policy. Ongoing awareness initiatives further ensure our teams remain informed about emerging cybersecurity risks.

During the reporting period, we recorded zero incidents of cybersecurity breaches, data privacy violations, product recalls, or regulatory non-compliance. This outcome reflects our commitment to secure, transparent, and responsible information management.



INNOVATION

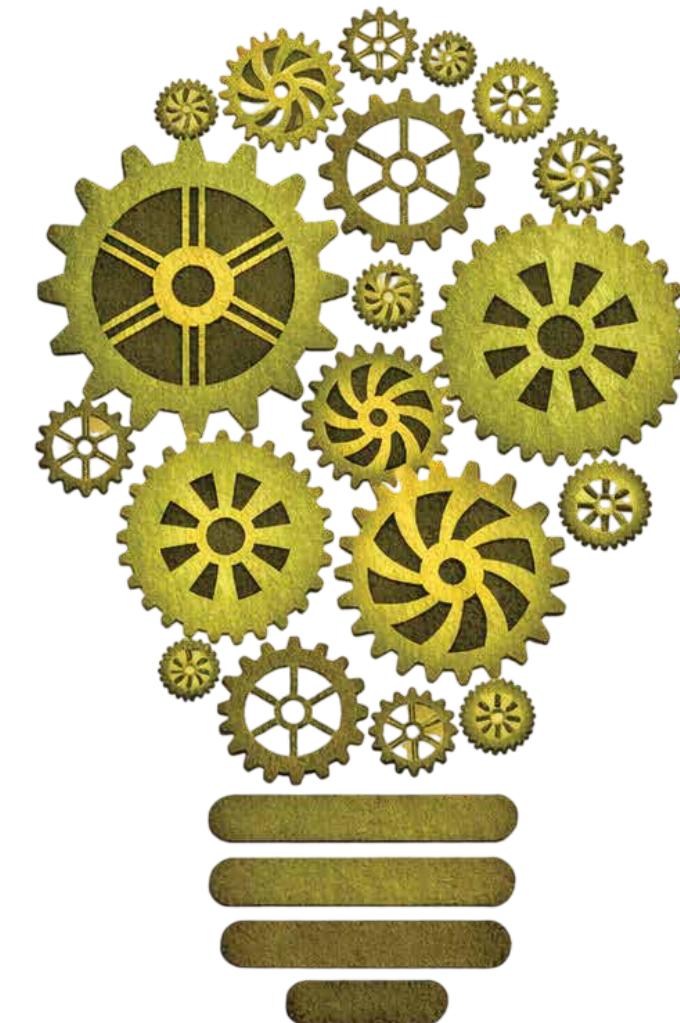
At DBO, we are committed to transforming agriculture through sustainable practices, resilient crops, and improved pest management. These efforts contribute to stronger yields and more efficient farming systems. With a dual focus on reducing our environmental footprint and fostering innovation, we aim to create meaningful and lasting impact for both the environment and the communities we serve.

Our approach is rooted in local relevance while aligning with global sustainability goals. We work closely with farmers to address their specific needs through targeted interventions, ensuring that our strategies are practical, impactful, and regionally adaptable. At the same time, we leverage scientific research, advanced technologies, and process innovation to respond to broader industry and environmental challenges.

Innovation and productivity lie at the heart of our strategy. By developing solutions that enhance crop performance and reduce ecological impact, we deliver tangible value

across the agricultural value chain. Our efforts are designed not only to support sustainable growth but also to build climate resilience and ensure the long-term viability of farming practices.

Above all, growers remain central to our mission. By deeply understanding their challenges and aspirations, we ensure our innovations are effective and aligned with their real-world needs. This approach strengthens trust, improves outcomes, and supports the advancement of sustainable agriculture.



PEOPLE FIRST

MATERIAL ISSUES

Human Rights & Labor Standards	Health & Safety	Diversity & Inclusion
Training & Development	Community Contribution	

ALIGNED WITH UN SDGS



At DBO, our people are at the heart of everything we do. Their talent, passion, and commitment form the foundation of our success. We believe that when our employees thrive, our business thrives. That's why we are dedicated to creating a workplace where diversity is celebrated, inclusion is the norm, and every individual feels empowered to reach their full potential.

This people-first approach is more than a value; it's our way of ensuring long-term sustainability. We recognize that the well-being, professional growth, and sense of belonging of our employees are essential for driving innovation and building a resilient organization for the future.

We are committed to fostering an equitable and inclusive workplace where everyone feels valued and respected. Our diversity initiatives aim to embrace the wide spectrum of backgrounds, perspectives, and experiences that make our workforce unique. This commitment ensures that every employee has the opportunity to thrive in an environment of fairness and respect. Employee well-being is non-negotiable for us. We maintain strict safety protocols and conduct regular training programs to keep our workforce safe. Beyond physical health, we focus on mental wellness and work-life balance through initiatives designed to support overall well-being.

Our commitment to ethical practices is unwavering. We uphold the highest standards

of human rights and labor practices, with zero tolerance for discrimination, child labor, or forced labor. In FY 2024-25, 100% of our employees received training on human rights as a part of Business Responsibility and Sustainability Policy, reinforcing our culture of fairness, dignity, and respect.

In FY 2024-25, we aim to build on these foundations with ambitious goals and measurable outcomes across all material areas. By continuing to empower our employees, uphold human rights, and support sustainable communities, we are confident in our ability to deliver long-term value for all stakeholders.

diversity and inclusion

At DBO, we uphold strong Equal Opportunity principles and remain fully compliant with all applicable central, state, and local regulations. Our employment practices are designed to ensure that hiring, promotions, training, and compensation are based solely on merit, skills, and job requirements, with no bias related to race, color, religion, gender, sexual orientation, age, nationality, physical ability, marital status, or any other protected characteristic. As of FY 2024-25, women constitute 3% of our total employees and 0.76% of our workers. While these numbers mark a baseline, we are committed to improving gender representation through focused recruitment efforts, mentorship interventions, and structured career development programs that promote equitable opportunities across the organization.

Diversity in Numbers

% of female employees	: 3%
% of women in the Board	: 22.2%

We place strong emphasis on diversity and inclusion across our talent practices and are committed to increasing women's participation at all levels of the organization. As an agribusiness with a rural footprint, we actively engage female apprentices in shop-floor roles, supporting skill development and operational diversity. Our leadership team brings together internal and external expertise, and we continue to strengthen training and development initiatives to support women's career growth and broaden representation across key functions.

DIVERSITY IN GOVERNING BODIES

Percentage of individuals within the organization's governance bodies in each of the following diversity categories:

Governance Bodies	Gender		
	Male	Female	Other
Audit Committee	5	-	-
Nomination & Remuneration Committee	3	1	-
Stakeholder Relationship Committee	2	2	-
CSR Committee	1	2	-
Risk Management Committee	4	-	-
POSH ICC Committee*			-

*Comprises of members other than Board of Directors

Percentage of employees per employee category in each of the following diversity categories:

Type of Employees	Gender		
	Male	Female	Other
Directors	7	2	-
KMPs	4*	1	-
Employees	344	7	-
Workers	2764	10	-

*This includes Chairman, MD, WTD and CFO

Ratio of basic salary and remuneration of women to men

Type of Employees	Gender		
	Male	Female	Other
Directors	1,130,000	760,000	-
KMPs	15,099,816	3,500,000	-
Employees	709,432	898,502	-
Workers	379,080	298,180	-

DEI INITIATIVES

DBO is actively strengthening workforce diversity by fostering equal opportunities and inclusive hiring practices across all operations. The Company has initiated targeted outreach through college campus placements, encouraging greater participation of women in its technical and managerial roles. These efforts reflect DBO's commitment to building a more balanced and representative workforce that values

diverse perspectives and skills. DBO ensures fair recruitment, training, and career advancement for all employees, reinforcing equity and inclusivity as core elements of its organizational culture. DBO follows an equal opportunity policy in accordance with the Rights of Persons with Disabilities Act, 2016, further emphasizing its commitment to inclusivity and non-discrimination across the workforce. Through these initiatives, DBO aims to cultivate an environment where talent thrives irrespective of gender or background.

At DBO, we support employees and their families through inclusive policies, including 26 weeks of statutory maternity leave, in line with legal requirements and to ensure adequate family support. In FY 2024-25, no employees availed this leave, and we continue to promote awareness and encourage its use.

Avsar 3.0 - Empowering Young Women Through Workplace Exposure

As part of our commitment to inclusive growth and employee engagement, Dhampur Bio Organics launched Avsar 3.0, the third edition of the program following the successful rollout of Avsar 1.0 and Avsar 2.0. This initiative is aimed at nurturing young female talent from within our extended DBO family. This edition of Avsar is exclusively designed for daughters, siblings, nieces, and nephews of our employees, with a special focus on empowering young women through hands-on learning experiences, guided training, and structured mentorship. By providing exposure to industry practices, the program helps participants build workplace readiness, professional confidence, and interest in industrial careers.

Objectives:

- Encourage female participation in skill-building opportunities
- Strengthen bonds with employees by extending development benefits to their families
- Provide early exposure to professional environments, fostering confidence and future career aspirations

Highlights of the program:

- Opportunities for young women from employee families
- Practical training sessions and mentorship with experienced professionals at DBO Meerganj
- A structured platform that serves as a steppingstone for future professional growth

Through Avsar 3.0, DBO continues to integrate employee engagement with community empowerment, while advancing our vision of gender inclusion and workplace equity.

Impact Created through AVSAR 2.0:

Sonam Sharma joined DBOL's Asmoli Unit through the AVSAR 2.0 program as a Trainee in the Quality Control Department. She was referred by her father, who is also part of the DBOL team at the same location.

During her training period, Sonam built strong technical capabilities in quality testing and analysis, consistently exhibiting dedication, accuracy, and a strong willingness to learn.

In recognition of her performance and potential, she has been confirmed as a Lab Chemist at the Asmoli Unit. Her journey highlights how supportive families and structured training opportunities can empower women to excel in their careers.

Sonam says: "My father trusted DBO enough to refer me, and I worked hard to make him proud. I'm thankful for AVSAR for giving me this chance."

Impact Created through AVSAR 2.0:

Sakshi Singh joined DBOL's Asmoli Unit through the AVSAR 2.0 program as a Trainee in the Admin Department (Medical Support Function). She was referred by her father, who is also part of the DBOL workforce.

During her training, Sakshi developed hands-on experience in employee health management, first-aid support, and administrative coordination.

Her sincerity and professionalism earned her confirmation as a Full-Time Employee in the Admin Department (Medical Support Function). Sakshi's journey reflects how AVSAR helps women enter the workplace with confidence, strengthened by family support and structured mentorship.

POSH - COMMITMENT TO A SAFE WORKPLACE

The Company maintains a zero-tolerance approach to sexual harassment in the workplace. The POSH Policy prohibits all forms of unwelcome behavior -verbal, physical, written, or implied that may interfere with an individual's work, dignity, or sense of safety. This policy is applicable to all employees, contractors, interns, and vendors across DBO India.

To ensure a safe, respectful, and inclusive work environment, the Company has established comprehensive human-rights and grievance-redressal mechanisms. All cases related to sexual harassment, workplace discrimination, child or forced labour, wage issues, and other human-rights concerns are recorded and addressed through a structured, transparent process.

The Company enforces a strict non-retaliation policy to protect individuals who report complaints in good faith. Regular training on POSH and human-rights

practices is provided to all employees and third-party workers. Annual assessments help identify risks and strengthen preventive measures, with relevant business processes updated as required.

The POSH framework aligns with the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The policy is accessible on Workline, and complaints can be reported to internalcommittee@dhampur.com.

HUMAN RIGHTS AND LABOUR STANDARDS

At DBO, respect for human rights is integral to responsible and sustainable business conduct. We are committed to safeguarding the dignity, equality, and well-being of everyone associated with our operations by proactively identifying risks, preventing adverse impacts, and continually

strengthening our policies and practices. Our comprehensive Code of Conduct aligned with global standards such as the Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, ILO Core Principles, OECD Guidelines, and the UN Convention on the Rights of the

Child, along with applicable national laws sets clear expectations for ethical behavior. It guides employees on recognizing risk scenarios, outlines reporting channels, and ensures consistent implementation across all DBO locations, including Asmoli, Meerganj, Mansurpur, and the Delhi Corporate Office.

100% of our employees and workers received human rights training

POLICIES ON CHILD AND FORCED LABOUR

In strict adherence to our Restriction and Remediation of Child Labour Policy, DBO prohibits the engagement of children in any form of work within its premises or operations. Our security personnel are trained and sensitized to monitor facilities for any violation, supported by robust remediation measures to address any such instance. Similarly, DBO enforces a zero-tolerance policy towards forced or involuntary labour and upholds employees'

rights to freedom of association and collective bargaining.

During the reporting period, no instances of child labour, forced labour, involuntary labour, sexual harassment, or discriminatory employment were recorded. Additionally, DBO ensures equal pay for men and women in similar roles at the entry level.



HUMAN RIGHTS DUE DILIGENCE

In FY 2024-25, we conducted an organization-wide Human Rights Due Diligence (HRDD) to evaluate our alignment with global human rights standards and identify opportunities for improvement. This exercise was designed to assess the effectiveness of our current frameworks and

ensure that our policies and practices reflect our commitment to ethical and responsible business conduct.

The assessment included a detailed review of internal documentation such as corporate policies, Standard Operating Procedures

(SOPs), compliance records, training content, grievance redressal mechanisms, and strategic plans. It also involved management interactions and stakeholder consultations to validate findings and gain qualitative insights into on-ground realities.

THE SCOPE OF THE HRDD COVERED KEY AREAS, INCLUDING:

Prevention of forced and child labour || Non-discrimination and fair treatment of employees || Inclusion and fair practices for migrant workers || Compliance on wages, working hours, and occupational health & safety || POSH implementation and employee well-being initiatives || Freedom of association and social dialogue mechanisms || Integration of human rights clauses in contracts || Grievance redressal systems and whistleblower protection

The exercise provided a maturity assessment of our human rights practices and benchmarked them against leading frameworks such as BRSR and Bonsucro. Based on the findings, key recommendations were made, including:

Engaging independent third-party auditors to review implementation of policies || Improving communication and awareness programs to ensure employees and stakeholders are well-informed about rights and grievance channels

This initiative marks a significant step in reinforcing our commitment to protecting human rights across all operations and creating a workplace that is fair, inclusive, and safe for all.

100% of our employees and workers received more than the minimum wages

TRAINING AND DEVELOPMENT

At DBO, we place strong emphasis on developing our people as a foundation for sustainable growth. Our learning philosophy

focuses on continuous skill enhancement through structured training programs that span technical competencies, functional expertise, leadership development, and soft skills.

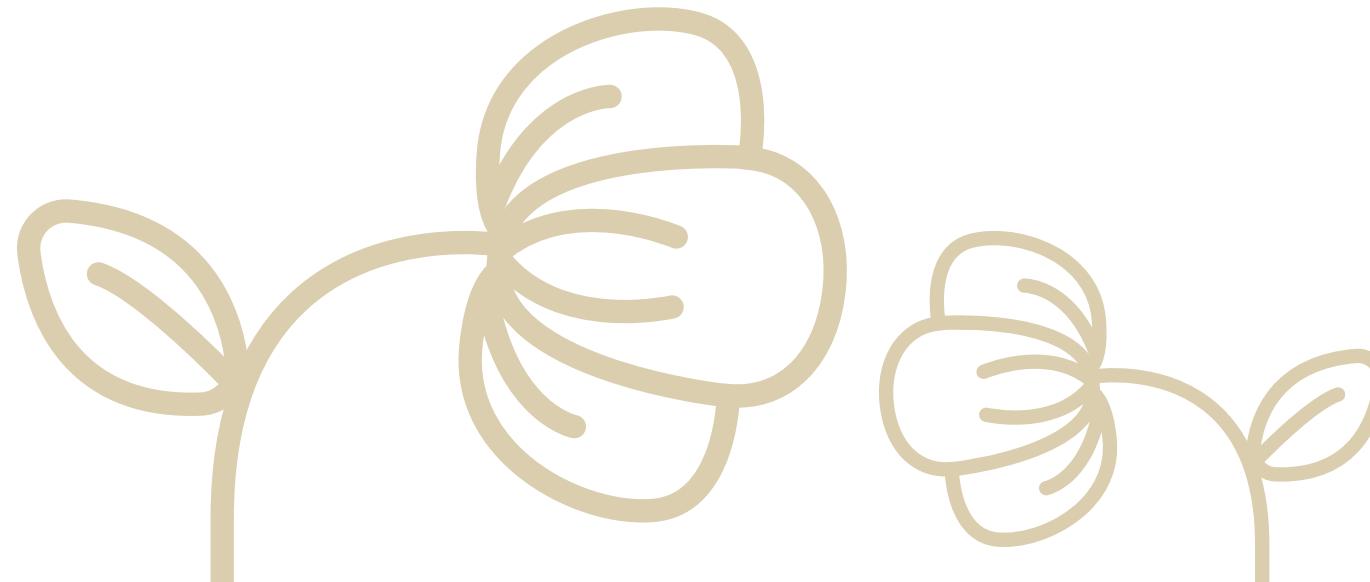
Regular performance reviews and individual development plans help align employee aspirations with organizational goals, driving both professional growth

and business effectiveness. As part of our capability-building agenda, we also aim to provide a minimum of 16 man-hours of vocational training annually to contract workers, strengthening technical proficiency, workplace safety, and operational efficiency across the workforce.

100% of employees across all categories received annual career development reviews during FY 2024-25, incorporating agile conversations and detailed feedback to enhance skills and performance.

Campus to Corporate - Aagaman

Our flagship Aagaman program helps recent graduates' transition smoothly into the corporate world. It focuses on building essential skills, technical knowledge, and the right mindset to succeed, bridging the gap between academic learning and real-world business challenges.



TALENT MANAGEMENT AND RETENTION

DBO is committed to building a skilled, motivated, and future-ready workforce through robust talent management practices. The Company focuses on developing internal capabilities, nurturing leadership, and fostering an environment that supports career growth and employee engagement. During the reporting period, several initiatives were rolled out to strengthen performance management, enhance leadership effectiveness, promote inclusive hiring, and encourage continuous learning across the organization. Key talent management initiatives are summarized below:

S. No	Initiative / Program Name	Category	Beneficiaries	Frequency	Description
1	Revamped Performance Management System (PMS)	Work-life / Career Development	All employees (L5 and above)	Annual cycle with bi-annual reviews	PMS was enhanced to strengthen fairness and transparency in evaluations. Training sessions were conducted for employees and managers on setting KRA and aligning them with organizational goals, resulting in improved role clarity, accountability, and ownership.
2	Manager Training on Feedback & Performance Conversations	Work-life / Capability Building	Managers	Periodic across units	Training equips managers with skills to provide constructive feedback, conduct effective performance discussions, and foster a trust-based team culture.
3	Individual Development Plans (IDPs)	Career Development	Identified employees for development	Annual with periodic reviews	Enables employees to plan and drive their career growth, while supporting the organization in building internal talent pipelines for critical roles.
4	Graduate Engineer Trainee (GET) Program	Work-life / Diversity & Inclusion	Fresh engineering graduates; women professionals	Annual recruitment cycle	Focused on onboarding young engineering talent with an emphasis on improving gender diversity. Three women trainees were hired under the program, providing structured learning and career growth opportunities.

COMMITMENT TO EMPLOYEE HEALTH, SAFETY AND WELLBEING

The safety and well-being of employees is our highest priority. We are committed to maintaining a secure work environment by implementing stringent health and safety measures. Through an Occupational Health and Safety Management System and the Total Productive Maintenance (TPM) framework, we continuously work toward a zero-harm culture, ensuring employee welfare and operational excellence.

INR 1.19 Cr spent on employee welfare

To foster a collaborative and engaging workplace culture, DBO organized various employee engagement initiatives during the year. Townhalls were conducted on a quarterly or need basis, providing an open platform for leadership to share organizational updates, strategic priorities, and key business developments. These interactive sessions encouraged transparency and two-way communication by allowing employees to voice their queries and share feedback directly with the leadership team. In addition, cultural celebrations and team-building activities were organized across the organization to celebrate festivals, promote team bonding, and nurture a sense of belonging.

Promoting Team Spirit and Well-Being Through Sports: “One Team, One Dream” Initiative

To further strengthen unity and sportsmanship, a Sports Meet themed “One Team, One Dream” was organized in 2024 for employees. The event featured a range of team and individual sports such as cricket, volleyball, track events, and indoor games, encouraging healthy competition and active participation across departments. The Sports Meet not only promoted physical fitness and well-being but also reinforced team spirit, collaboration, and cross-unit camaraderie. Outstanding performers and teams were recognized, boosting motivation and pride among participants.

These engagement initiatives collectively contributed to enhanced employee morale, stronger workplace relationships, and the development of a cohesive, vibrant, and inclusive organizational culture.



STRUCTURED APPROACH TO OHS MANAGEMENT

We recognize that health, safety, and environmental protection form the foundation of sustainable operations. To this end, we have adopted the TPM framework, which applies to both employees and contract workers, offering a systematic approach to continuous improvement. This

model focuses not only on machine maintenance but also on fostering a culture of innovation and capability building through regular training programs. Our approach aligns with key objectives such as Zero Accident, Zero Breakdown, Zero Defect, and Zero Loss, driving safe, efficient, and

productive workplaces. Additionally, we have implemented ISO 45001:2018 (OHSMS), covering all employees and work areas under our comprehensive Environment, Health, and Safety (EHS) Policy.

Asmoli and Meerganj plants are certified under ISO 45001:2018 (OHSMS)

QUALITY, ENVIRONMENT, HEALTH & SAFETY (QEHS) POLICY

Our QEHS Policy demonstrates our commitment to a safe and healthy work environment. It emphasizes proactive prevention over reactive measures, achieved

through continuous monitoring, employee participation, and skill development. The policy applies to all operations and is

reviewed periodically to ensure alignment with national and international safety standards.

100% of our workforce is covered under health insurance.



RISK MANAGEMENT AND SAFETY AUDITS

We conduct routine risk assessments in compliance with ISO and national standards as part of the SHE (Safety, Health, and Environment) pillar under the TPM

Preparedness and Crisis Management

As part of the SHE (Safety, Health, and Environment) pillar under the TPM framework, we conduct routine risk assessments in compliance with ISO and national standards. These assessments systematically identify hazards, evaluate risks, and implement preventive measures to ensure a safe working environment. A dedicated Occupational Health Matrix

framework. These assessments help identify hazards, evaluate risks, and implement preventive measures. Independent third-party safety audits are also carried out

regularly to maintain compliance and enhance workplace safety.

defines job-specific health requirements, supported by role-based health assessments with regular reviews. The Company also conducted a 30-day safety drive to identify and rectify unsafe conditions and unsafe acts, reinforcing workplace safety.

To strengthen emergency preparedness, a dedicated local crisis management team comprising factory leadership, law

enforcement, emergency responders, and other stakeholders has been established to respond effectively to emergencies, safeguarding employees and surrounding communities. Additionally, regular third-party audits verify compliance with safety standards, ensuring continuous improvement and a secure, productive, and risk-conscious workplace across all operations.

EMPLOYEE HEALTH MONITORING AND MEDICAL SUPPORT

Employee health is a priority at every stage of employment. All new hires undergo comprehensive medical examinations, and annual health check-ups are conducted to monitor well-being. We also provide Occupational Health Centers (OHC) at our units for employees, contract workers, and local communities, offering medical

consultations and basic treatments. Workmen Compensation policies are in place across all sites, providing coverage for disability and invalidity cases.

EMPLOYEE ENGAGEMENT IN HEALTH, SAFETY AND ENVIRONMENT

DBO recognizes that active employee participation is fundamental to fostering a resilient, safe, and environmentally

responsible workplace. The Company engages its workforce in Health, Safety and Environment (HSE) initiatives through structured training programs, consultation and feedback mechanisms, and cross-functional HSE committees.

DBO organized multiple health and wellness initiatives during the reporting period to promote preventive healthcare and early diagnosis among employees. A Health Awareness Camp was conducted on 18th November 2024 in collaboration with the District Hospital, providing employees with

general health consultation and awareness on lifestyle-related risks. On 30th January 2025, an Eye Check-Up Camp was facilitated by Right Eye Centre, enabling employees to undergo vision assessment and receive

expert guidance. To support respiratory health, a Pulmonary Function Test (PFT) drive was held on 20th January 2025 in association with Sidh Hospital. Additionally, to strengthen preventive screening, a Viral

Marker and Bacterial Infection Test Camp was organized on 31st January 2025 in partnership with Hi Pathology, Noida, offering employees early detection and diagnostic support.

Spreading Life: IMA Organizes Blood Donor Camp on World Blood Donor Day at Meerganj Unit



On the occasion of World Blood Donor Day, Dhampur Bio Organics Limited, in collaboration with the Indian Medical Association (IMA), organized a blood donation camp at our Meerganj Unit. The initiative aimed to raise awareness on the importance of blood donation and to support patients in need of lifesaving transfusions. The camp received an encouraging response, with 38 employees voluntarily donating blood. The IMA team ensured a safe and seamless process, providing the required medical care and support throughout the event.

“Ek Ped Maa Ke Naam” Plantation Drive

Dhampur Bio Organics Ltd, across all units undertook a heartfelt and eco-conscious initiative by launching a large-scale plantation drive under the campaign “Ek Ped Maa Ke Naam”. The campaign beautifully combined environmental sustainability with an emotional tribute to mothers, symbolizing care, nurturing, and long-lasting impact.

As part of the initiative, saplings were planted across the factory premises as well as nearby areas following the Miyawaki plantation method, transforming various zones of the unit and nearby villages into lush green spaces. From administrative lawns and factory boundaries to residential colonies and roadside stretches, the plantation drive contributed to enhancing green cover and improving biodiversity within and around the unit.

Employees participated enthusiastically, dedicating a sapling in honor of their mothers, making the initiative deeply personal and community driven. A variety of plant species with high ecological value were selected to maximize long-term environmental benefits such as shade, air purification, and habitat creation.

The initiative reflected DBO Meerganj’s strong commitment to environmental stewardship, social responsibility, and employee engagement. To ensure sustainability of the plantation, dedicated teams were assigned for sapling care, watering, and monitoring to support healthy growth and survival.

By weaving together values of respect, remembrance, and responsibility, the “Ek Ped Maa Ke Naam” initiative not only enhanced the unit’s green cover but also fostered stronger emotional connection and environmental consciousness among employees, reinforcing DBO’s culture of sustainable and inclusive community action.

OCCUPATIONAL HEALTH AND SAFETY TRAINING

A dedicated Safety Committee with representation from both employees and contract workers ensures collaboration on safety matters. These members also act as sectional safety coordinators, conducting quarterly meetings to review safety performance and address concerns. We organize regular refresher training on key topics such as fire safety, Good Manufacturing Practices (GMPs), Standard Operating Procedures

(SOPs), and chemical handling to reinforce awareness and compliance. Safety reminders are displayed across operational areas, and practical preparedness is enhanced through periodic drills, including quarterly mock drills supervised by statutory authorities and monthly fire drills. Toolbox talks are also conducted to address specific safety aspects and emergency response readiness.

71%

of the total
employees received
training on Health
and Safety Measure

HEALTH PROMOTION AND SAFETY CULTURE

Health and safety are shared responsibilities across all levels. Employees are expected to adopt safe practices by maintaining good housekeeping, wearing personal protective equipment, reporting hazards promptly, and following standard safety protocols.

Management reinforces this by ensuring adequate preventive measures and creating a zero-tolerance policy for unsafe acts.

Safety remains a core employment condition, and our approach focuses on prevention, accountability, and continuous communication. We actively encourage employees to raise safety concerns, ensuring they have the resources and support needed to maintain a safe work environment.



PREVENTIVE AND MITIGATION MEASURES FOR OHS RISKS

We have established stringent safety protocols to safeguard employees, contractors, and all individuals present at our facilities. To ensure workplace safety, work permits are mandatory for all operational tasks. In addition, access to specific zones within our premises is strictly controlled for visitors, suppliers, and business partners, reducing potential hazards and risks. Our organization also conducts periodic reviews of emergency preparedness plans and operational controls to maintain readiness. Further, any incident, accident, or emergency triggers an immediate review to identify root causes and implement corrective measures effectively.



Workers covered by an occupational health and safety management system

	Employees	Workers
Fatalities	0	0
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked) E	0	0
Total Recordable work-related injuries	0	0
High consequence work-related injury or ill-health (excluding fatalities)	0	0

Work-related health hazards identified at our operations include audiometric loss, bronchitis, impaired lung function, skin allergies, and allergic rhinitis. These risks have been assessed through occupational health metrics, Hazard Identification and Risk Assessment (HIRA) studies, annual and periodic medical examinations, and bi-annual potable water quality tests.

To eliminate or minimize these hazards, DBO has implemented preventive and control measures, including:

Personal Protective Equipment (PPE):
Mandatory use of protective eyewear, masks, helmets, and safety shoes.

Administrative Controls:
Implementation of occupational control procedures, safety signage, and awareness programs.

Health Monitoring:
Regular health check-ups in compliance with statutory norms to identify early signs of occupational illnesses.

Each identified priority risk is addressed through a structured action plan with specific recommendations for control and mitigation. Furthermore, written operational controls are in place to review hazard identification, risk assessment, and risk control mechanisms annually, with documented reviews accessible to all employees.

At DBO, employee health, safety, and well-being are top priorities. The Company has a robust framework to identify, assess, and mitigate occupational health and safety (OHS) risks through regular risk assessments,

safety audits, and ongoing training. Preventive practices such as mandatory PPE use, clear safety signage, and adherence to standard operating procedures are strictly enforced, while employees are encouraged to report unsafe conditions, near misses, or incidents through accessible channels. A confidential whistleblower mechanism and a structured grievance redressal process

further strengthen transparency and accountability, ensuring that concerns related to safety, ethics, or workplace misconduct are addressed promptly and without fear of retaliation. Together, these systems promote a culture of trust, continuous improvement, and shared responsibility for maintaining a safe and resilient workplace.

COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

INR **0.61** Cr
spent on CSR activities

DBO's community engagement philosophy is rooted in the belief that long-term business success is inseparable from the well-being of the communities it serves. The Company works closely with local stakeholders through structured dialogue, regular farmer visits, and participatory programs to identify shared priorities and drive meaningful change on the ground. Our initiatives focus on improving quality of life, building social and economic resilience, and nurturing self-reliant rural ecosystems. Guided by our CSR Policy—formulated in accordance with the

Companies Act, 2013 and the Companies (CSR Policy) Rules, 2014, we emphasize collaboration, transparency, and accountability in every community project. From empowering women through Self-Help Groups to supporting education, health, and livelihood initiatives, DBO's outreach efforts are designed to create inclusive and lasting impact. By integrating social responsibility into our core operations, we aim to strengthen trust, foster sustainable development, and ensure that growth within our value chain benefits all.

PURPOSEFUL PRODUCTS

ALIGNED WITH UN SDGS

At DBO, our products are designed with purpose—balancing innovation, quality, and sustainability. We are evolving from a conventional sugar manufacturer into a solutions-driven enterprise that delivers value across every stage of the product lifecycle. Our portfolio reflects a conscious commitment to food safety, consumer well-being, and environmental responsibility.

MATERIAL ISSUES



Product Stewardship



Opportunity in Health and Nutrition



Sustainable Supply Chain Management



Sustainable Agriculture



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



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Through responsible sourcing, ethical manufacturing, and continuous product innovation, we aim to create products that not only meet market demand but also contribute to a more sustainable and equitable future. We promote sustainable sugarcane cultivation by supporting farmers in adopting eco-friendly practices that improve soil health, conserve water, and

reduce dependence on chemical inputs. Our commitment to sustainable agriculture is reinforced through continuous engagement, training, and knowledge-sharing, empowering growers to implement responsible and efficient farming methods.

We have consistently taken a progressive approach toward our farmer partners by helping them increase yields through the use of improved crop strains, organic farming practices, and advanced cultivation techniques. These efforts are backed by ongoing R&D to drive innovation in agricultural practices, directly benefiting our farming community and contributing to the resilience of the agricultural ecosystem.

This approach not only supports a sustainable supply chain but also amplifies our broader product stewardship commitment. Our integrated operating model ensures circularity by converting process by-products into valuable inputs for other production stages. For example, bagasse, an otherwise discarded by-products, is used to power our operations, significantly reducing Scope 1 and 2 emissions and enabling us to become a net energy-positive producer.

Nearly all our energy needs are met through renewable sources, and we rely on local sourcing to reduce our carbon footprint. Advanced technologies further enhance

operational efficiency and cleanliness, reinforcing our dedication to low-impact, sustainable manufacturing.

We also recognize the emerging opportunities in health and nutrition, and continue to explore innovative, value-added sugarcane-based products that align with evolving consumer needs and wellness trends.

Together, these efforts form a cohesive strategy to deliver purposeful products, rooted in sustainable agriculture, a resilient supply chain, circular product stewardship, and forward-looking nutritional innovation.



Sustainable Agriculture

Opportunity in Health and Nutrition



Sustainable Supply Chain Management

Product Stewardship



SUSTAINABLE AGRICULTURE

We aim to empower over 1,60,000 farmers with knowledge of sustainable farming practices by adopting a scientific and technology-led approach that minimizes environmental impact, enhances productivity, and strengthens farmer resilience. DBO works closely with local growers to source sugarcane in a way that promotes sustainable agriculture and uplifts farming communities. Our continuous cane development initiatives have led to

improved gross recoveries across operational areas.

DBO remains committed to embedding sustainable practices throughout its sugarcane value chain. The transition from traditional methods to a modern, data-driven model has facilitated the use of organic waste to improve soil health, reduced tillage techniques to retain soil moisture and biodiversity, and the adoption of green alternatives to replace chemical inputs. Advanced technologies, such as drone-based applications for fertilizer optimization and field mapping are further

enhancing on-ground efficiency. DBO continues to strengthen this foundation by leveraging its state-of-the-art manufacturing facilities and aligning agricultural practices with evolving trends in the sugar sector and broader agri-economy.

Sugarcane cultivation presents distinct challenges due to the crop's shallow root system and tall structure, which make it sensitive to climatic and soil-related stresses. Acknowledging this, we place strong emphasis on maximizing productivity from existing agricultural land without disturbing ecologically sensitive areas.

OUR ACTIONS: SUSTAINABLE AGRICULTURAL PRACTICES

We are strengthening sustainability across the value chain by combining advanced manufacturing with efficient farm practices. On the demand side, we promote mulching, intercropping, multiple cropping, and surface-tension breakers to improve soil moisture and resource use. On the supply side, we adopt space planting, skip-furrow irrigation, and optimized fertilizer use. Investments in tools such as Disc Clubs, Harrows, and Rotavators enhance field efficiency and reduce environmental impact.

Maximize Crop Diversity

Our approach emphasizes crop rotation and strategic crop planning to break pest cycles, improve soil fertility, and reduce chemical dependence. We support farmers with training on soil conditioning and fertility enhancement to improve long-term productivity.

Reduce Synthetic Input

To curb fertilizer overuse and environmental impacts, we promote precision agriculture, soil testing, and organic fertilizers. Farmers are

guided on efficient chemical use to reduce waste and improve soil and water health.

Red Rot Management

We implement targeted removal of infected cane, replanting with resilient varieties, and collaboration with research institutions to introduce disease-resistant cultivars. This enhances genetic diversity and helps contain red rot, especially in Western Uttar Pradesh.

Pest Management Measures

We follow an integrated pest management approach that includes:



**Manual removal
of infested plant parts**

**Mechanical tools like
pheromone traps**

**Judicious chemical use
to safeguard crops while
minimizing ecological impact**

Technology-Driven Solutions at the Last Mile

To bring the benefits of technology directly to farmers, DBO introduced the Krishak Mitra app, which offers regionally tailored video tutorials on crop productivity, protection methods, and financial planning. These easily accessible learning tools empower farmers to better manage their crop cycles and improve long-term outcomes. In parallel, the Cane Development app supports DBO's field staff by enabling real-time data collection and digital reporting from the field. This tool has significantly streamlined field operations and improved visibility across the supply chain.

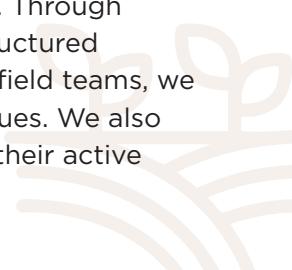
Together, these initiatives represent DBO's commitment to digitalising the last agricultural mile and building resilient, tech-enabled community ecosystems that support both sustainability and productivity.

Focus on new varieties of Sugarcane: Research & Development

DBO's Asmoli unit plays an active role in national research collaborations dedicated to enhancing sugarcane productivity and resilience. The unit partners with initiatives led by the Indian Council of Agricultural Research (ICAR) and the Sugarcane Breeding Institute (SBI), Coimbatore, focused on multi-location trials and evaluation of high-yielding, region-specific sugarcane varieties. Notably, Asmoli has been identified as one of 16 sites across India selected for this programme, underscoring its strategic contribution to advancing scientific cultivation practices. These collaborative efforts are instrumental in identifying and promoting climate-resilient sugarcane cultivars tailored to diverse agro-climatic conditions, thereby strengthening farm sustainability, productivity, and rural livelihoods.

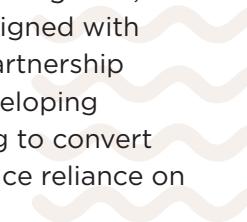
Farmer Collaboration

Farmer engagement is central to our strategy. Through WhatsApp groups, training programs, and structured information flow from development heads to field teams, we build capacity for adopting improved techniques. We also support women's Self-Help Groups, enabling their active participation in agricultural development.



Water and Waste Management

We promote responsible water use through furrow irrigation, distance planting, and region-specific strategies aligned with canal, monsoon, or tubewell-based irrigation. In partnership with the Government of Uttar Pradesh, we are developing bio-composting pits and piloting vermicomposting to convert organic waste into nutrient-rich compost and reduce reliance on chemical fertilizers.



PRODUCT STEWARDSHIP

We are strongly committed to product stewardship through our integrated operating model, which promotes sustainability, circularity, and resilience across our value chain. By ensuring that process outputs and byproducts are utilized as inputs in other production streams, we foster a high degree of operational integration and resource efficiency.

Our approach emphasizes safe, responsible, and sustainable production practices, underpinned by rigorous quality control systems. These systems ensure compliance with all applicable food safety and environmental regulations, while maintaining the highest standards of product integrity.

In recent years, DBO has transitioned from a bulk sugar producer to an integrated solutions provider, offering customized products based on processing, packaging, grain type, and logistics requirements. This strategic evolution enables the Company to cater to diverse customer segments—ranging from institutional buyers to branded retail consumers—while ensuring superior quality and traceability.

The Company has leveraged multiple certifications, including ISO, FSSC, and SGP, to enhance its operational credibility and global competitiveness. These certifications validate Dhampur's commitment to the highest quality standards and have strengthened its partnerships with multinational clients.

To address evolving market preferences and growing demand for hygienically packaged sugar, DBO has entered the branded sugar sachet and private-label packaging segments. Its product range now includes a

variety of sugar grades and grain sizes, ensuring precise alignment with customer requirements. The Company also focuses on expanding value-added and specialty sugar offerings to serve niche markets and maximize branded revenues.

Pharma-grade sugar remains one of Dhampur's key strengths. As one of India's leading producers, the Company manufactures pharma-grade sugar below 20 ICUMSA with zero sedimentation, widely recognized for use in leading pharmaceutical formulations. DBO has co-developed products with clients, offering tailored solutions that meet stringent quality standards and specialized applications.

The Company's competitive edge lies in its ability to shift between sugar and ethanol production based on market conditions, address food safety and hygiene expectations, and deliver end-to-end, customizable sugar solutions. With scalable production lines, rescreened specialty grades, and proactive investments in hygienically packaged sugar, DBO continues to enhance product differentiation and global recognition.



Bonsucro certification

As part of the sustainability journey, the Company is progressing toward Bonsucro certification—a globally recognized sustainability standard for sugarcane production. Bonsucro supports producers in embedding key sustainability elements such as human rights, emissions reduction, and

land management into everyday operations through robust tools, standards, and training.

At our Asmoli unit, the Bonsucro certification audit was completed in December 2024. The assessment covered 800 farmers across a total cane area of 1,294

hectares. In addition, a risk assessment was conducted for 4,800 non-certified farmers managing 3,670.06 hectares of cane area. We achieved certification for the 800 farmers involved, further validating our commitment to sustainable sugarcane cultivation.

RESPONSIBLE SOURCING

We are committed to embedding sustainability across our value chain, from raw material cultivation to manufacturing, packaging, and distribution. Our approach is centered on responsible sourcing, local engagement, and minimizing environmental impact.

Nearly 46% of our input materials are procured directly from MSMEs and small

producers, reflecting our dedication to supporting local communities and inclusive economic growth. By prioritizing local suppliers, we not only reduce transportation-related carbon emissions but also strengthen regional economies and foster resilient supply networks.

Notably, 100% of the sugarcane used in our operations is locally sourced, ensuring both

high-quality input and sustainable agricultural practices. This approach directly benefits local farmers, enhances traceability, and supports community well-being. Our close collaboration with producers helps promote sustainable farming techniques and improve livelihoods in the regions where we operate.

Audits:

We uphold strict ethical standards across our operations and expect the same from our suppliers. As part of our commitment to responsible sourcing and social compliance, our Mansurpur and Asmoli plants have been successfully classified under the 'Green Category' following the Supplier Guiding Principles audit.

LIFE CYCLE ASSESSMENT (LCA)

DBO has undertaken a comprehensive Life Cycle Impact Assessment (LCIA) for its sugar products, including both raw and refined sugar produced at its three major facilities. The LCIA examines the full cradle-to-gate boundary, beginning with sugarcane cultivation, followed by cane transportation, and extending through the stages of industrial processing up to

product dispatch. By applying internationally recognized methodologies, emission factors, and databases such as IPCC and ReCiPe, the analysis quantifies the environmental impacts of the products across multiple categories including climate change, water consumption, energy intensity, acidification, eutrophication, and land use. This product-level assessment ensures that the

environmental footprint of DBO's sugar is transparently measured, benchmarked against peers, and translated into actionable insights that can guide operational efficiency, inform the company's decarbonisation roadmap, and support alignment with global sustainability standards.

RESPONSIBLE PACKAGING

Packaging plays a vital role in ensuring the safety, hygiene, and quality of the products we deliver. However, it also presents sustainability challenges, from the raw materials used to the waste generated if not properly disposed of. At DBO, we recognize packaging as a key area of environmental impact and are committed to minimizing this through thoughtful design and responsible practices.

We are committed to integrate sustainability across the full lifecycle of our packaging, from design and labeling to disposal and recycling. All DBO products carry clear guidance on safe disposal, recycling, and relevant environmental and

social parameters to promote responsible consumption. During the reporting period, 100% of our packaged products included product and environmental information. There were no instances of non-compliance related to product labeling, marketing communication, or consumer information.



Our Strategies

To reduce our environmental footprint and enhance product stewardship, we follow a multi-faceted approach to sustainable packaging:

Extended Producer Responsibility (EPR):

We incorporate EPR principles into our packaging strategy, ensuring that our responsibility extends beyond manufacturing and distribution to include post-consumer waste management.



Material Optimization:

We continuously seek to reduce packaging material through design improvements, lightweighting, and use of recyclable inputs where feasible.



Consumer Transparency:

In line with our transparency commitment, we have added our website address to packaging, allowing consumers easy access to product details, sourcing information, and usage inspiration.



Education & Engagement:

We empower consumers to make sustainable choices by clearly labeling packaging with disposal instructions and sustainability indicators.



We remain focused on enhancing packaging sustainability while preserving product quality and consumer experience.



Promoting Health, Nutrition, and Transparency

At DBO, promoting health and nutrition is a central tenet of our product responsibility framework. As consumer awareness of healthy lifestyle choices continues to grow, we remain committed to offering products that strike a balance between taste, quality, and well-being. Our portfolio is carefully curated to provide

wholesome alternatives, with an emphasis on clean ingredients, hygienic processing, and nutritional integrity. Transparency is central to this approach, we ensure that all products are clearly labeled with relevant information, enabling consumers to make informed dietary decisions.

All DBO sugar products are FSSAI-certified and carry quality assurance tags that reflect compliance with national food safety standards, ensuring product integrity and consumer confidence.

Our product innovations reflect this vision. DBO is proud to have introduced India's first sulphurless sugar, manufactured using a unique Ion Exchange Method that eliminates chemical residue. This product meets stringent European Union standards for sulphur content and stands out for its purity,

non-acidic nature, and hygienic packaging, ensuring the product remains untouched from factory to kitchen. We also offer Dhampure Mineral Brown Sugar, a naturally enriched alternative containing essential minerals such as calcium, iron, magnesium, potassium, and phosphorus. Mishri, another

flagship product, is widely recognized for its purity and is hygienically packaged for safe consumption. Our Pharma Grade Sugar, designed for health-sensitive applications, is produced to the highest standards of purity and supports better digestive health and energy balance.

Nutritional Information and Product Safety

While health benefits of our products are well-communicated, we recognize the importance of offering detailed nutritional value disclosures to reinforce our commitment to transparency.

During the reporting period, there were no instances of product recalls or safety-related non-compliances, a testament to the stringent quality assurance systems we have in place. From sourcing and processing to packaging and distribution, DBO's end-to-end quality control protocols ensure the safety, hygiene, and integrity of every product that reaches the consumer. Consumers can share their complaints or feedback by calling the toll-free number provided on the product packaging or by emailing us at dhampure@dhampur.com. Every concern is acknowledged promptly and addressed with the highest level of care and priority to ensure customer satisfaction and trust



RESOURCE-EFFICIENT OPERATIONS



At DBO, we believe responsible growth is inseparable from environmental stewardship. Guided by our credo of 'Sustainability & Balance', we strive to reduce our impact on the planet while making the most efficient use of resources.

This commitment is anchored in our QEHS policy, which spans product quality, employee welfare, and environmental management. Through this framework, we

ensure systematic monitoring and responsible allocation of resources across our operations.

As a leading producer of sugar and sugarcane-derived products, we recognise the responsibility that comes with our scale. Our approach focuses on improving efficiency in existing operations while ensuring the fair and sustainable use of natural resources.

To advance this vision, we are driving progress across key priorities including Energy and Emissions management, Water Stewardship, Circularity, and Biodiversity Conservation. Together, these efforts strengthen the foundation for a future where DBO grows in harmony with the environment and the communities we serve.

Resource-Efficient Operations

Operational Efficiency and Clean Energy

We are committed to enhancing efficiency in sugarcane processing while expanding the use of alternative energy sources, thereby reducing our carbon footprint and advancing low-carbon growth.



Circular Economy and Resource Optimization

We embed circular economy principles in our operations by reusing and recycling process waste, converting by-products into valuable resources, and driving greater sustainability and resource efficiency.



Sustainability and Balance

Water Stewardship and Conservation

We focus on conserving water across sugarcane cultivation and processing by adopting advanced management practices that ensure long-term water security and sustainable operations.



Biodiversity Protection and Sustainable Agriculture

We promote biodiversity conservation by encouraging sustainable farming practices such as soil conservation, crop rotation, and other eco-friendly agricultural techniques that protect ecosystems and strengthen resilience.



EMISSION & ENERGY MANAGEMENT

We remain committed to reducing our environmental footprint through a sustainable energy transition and circular manufacturing practices.

Operational Energy Footprint

Renewable power generated

23.33

Crore units in FY 2024-25
as against 30.25 Crore Units
in FY 2023-24

7.10

Crore units in FY 2024-25
as against 9.68 Crore Units sold to
UPPCL in FY 2023-24

Our sugar production operations are designed with energy efficiency, renewable integration, and resource circularity at the core. A defining feature of our operations is the use of bagasse, a by-product of sugarcane crushing, to meet our energy needs. This innovation has positioned our industry as a net energy-positive sector, generating more energy than we consume and enabling us to contribute surplus energy to the grid. Through the strategic use of bagasse, solar energy, and other clean sources, we meet over 99% of our energy requirements from renewable sources, a testament to our sustainability-first operating model.

99.8%

energy consumed
through renewable sources

0.0052

energy intensity per rupee of
turnover adjusted for Purchasing
Power Parity (PPP)

Table 1: Total Energy Consumption in (in Joules or multiples) and energy intensity,

Parameter	FY 2024-25	FY 2023-24	FY 2022-23
Total Energy Consumed	67,72,269	73,19,536	83,01,428
Total Energy consumed from renewable sources	67,59,233	72,69,595	82,24,816
Total Energy consumed from non-renewable sources	21,182	49,941	76,612
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ/Rs)	0.0052	0.0063	0.0016

Energy Conservation and Efficiency Initiatives

DBO has undertaken a series of initiatives to reduce greenhouse gas (GHG) emissions, improve energy efficiency, and lower operational costs across its facilities. Our approach combines process optimization, equipment upgrades, and the adoption of advanced technologies to conserve energy and minimize our carbon footprint.

₹24.4 Crores
invested in FY 2024-25 towards
energy conservation.

We continue to implement innovative measures to conserve energy, with a focus on enhancing process efficiency and reducing power consumption. Key initiatives include:

Process optimization through installation of a 7,000 SQM Falling Film Body and two Batch Type Continuous Pans (100 Ton) with full automation, significantly reducing steam consumption.

Installation of 2.5 MW HT motors at the shredder and 1.5 MW HT motor at Cutter 1st, resulting in substantial electrical energy savings.

Replacement of conventional drives with planetary drives to minimize power consumption.

Deployment of Variable Frequency Drives (VFDs) on raw juice pumps, defecator juice pumps, and flocculant pumps to enable better energy management.

Upgradation of outdated panels with energy-efficient VFD panels and replacement of old motors with high-efficiency IE3 motors.

Replacement of sodium vapor, mercury, and HPSV lighting with LED lighting solutions across plants, including streetlights, cane yards, and warehouses.

Installation of solar lights to leverage renewable energy sources.

The impact of the measures taken by the Company is expected to save energy and fuel, resulting in a lower cost of production

Technology Adoption

Alongside energy conservation, we are adopting advanced technologies to drive process efficiency, reduce environmental impact, and strengthen farmer engagement. These technology interventions deliver multiple benefits, including improved product quality, cost reduction, lower carbon footprint, water conservation, enhanced process control, and timely availability of operational data.

Technology Adoption initiatives considered:

- Conversion of existing 60 TPH boilers with upgraded technologies to improve efficiency and reduce fuel consumption, directly lowering carbon emissions.
- Installation of a macerator and modification of the imbibition juice tray for process efficiency.
- Deployment of a mass flow meter for juice stabilization.
- Adoption of Hydrojet mechanical cleaning machines to replace manual cleaning, enhancing safety and efficiency.
- Import and installation of SRT Clarifier technology for better juice clarification

By reducing reliance on non-renewable energy and expanding the use of renewables, we are not only lowering our environmental footprint but also setting a benchmark for sustainable practices in the sugar industry. Our focus on responsible sourcing, circularity, and energy efficiency enhances the resilience of our supply chain while ensuring its transition towards a low-carbon footprint. At the same time, we are improving transparency and accountability by integrating best-in-class solutions across our operations.

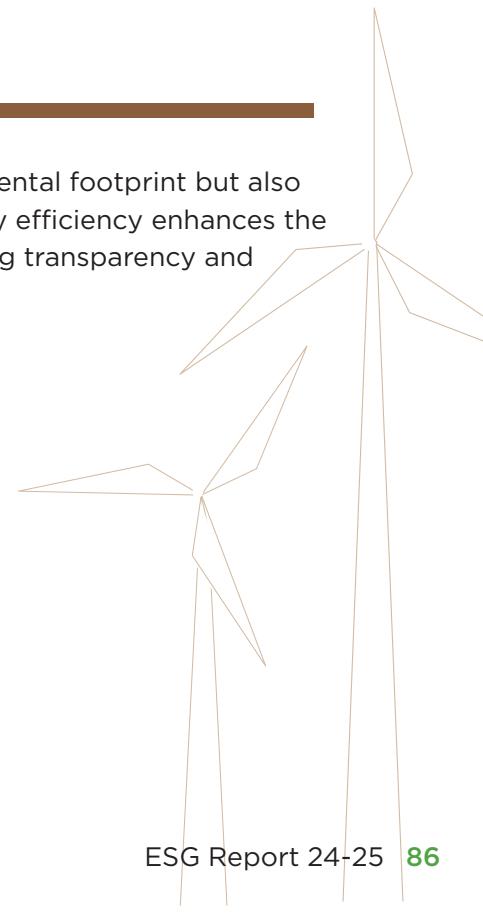
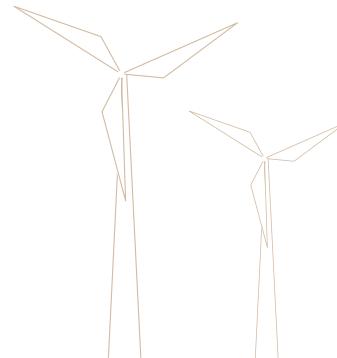


Table 2: Total GHG emissions (Scope 1 and Scope 2 emissions) & its intensity, in FY 2024-25

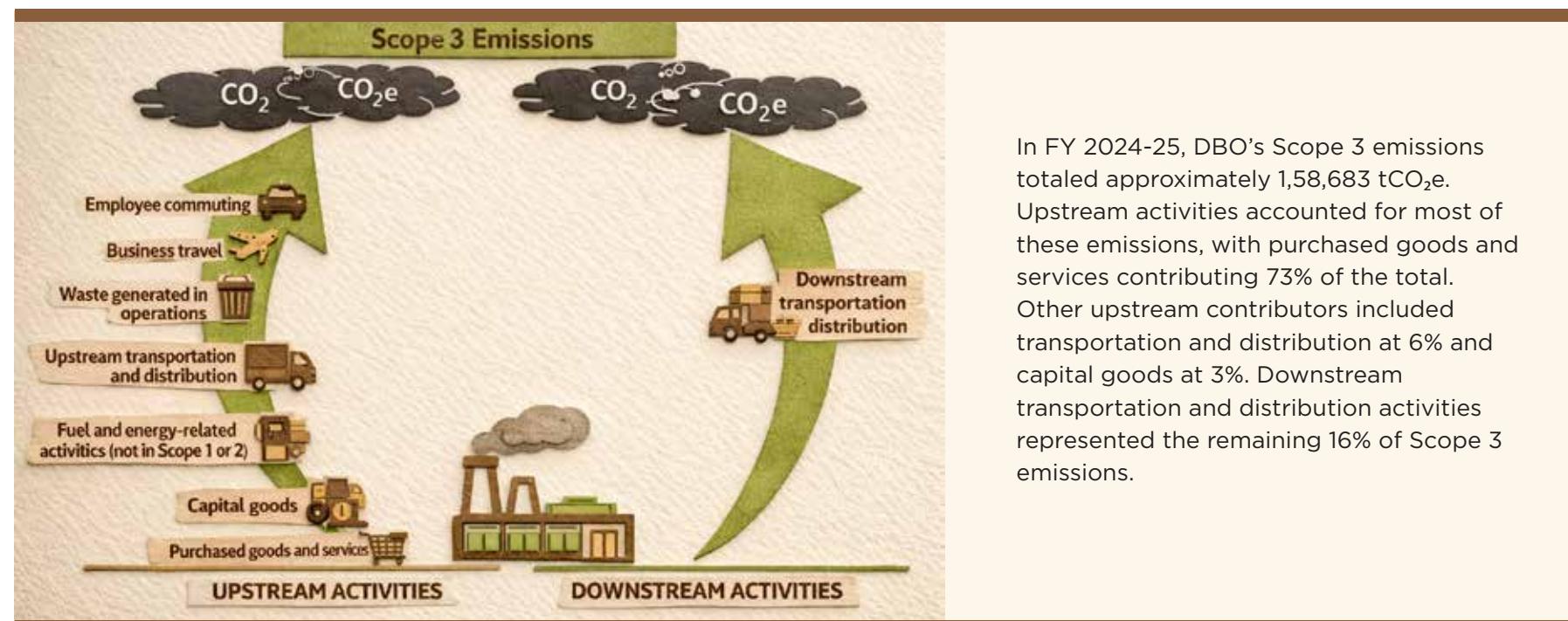
Parameter	FY 2024-25	FY 2023-24	FY 2022-23
Total Scope 1 emissions Including CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. Metric tonnes of CO2 equivalent	1,250	3,098	6,289
Total Scope 2 Emissions CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. Metric tonnes of CO2 equivalent	1,607	2,635	1,402
Total Scope 3 Emissions Metric tonnes of CO2 equivalent	158,683	-	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations) gCO2e/ H	0.11	0.24	0.29
Total Scope 1 and Scope 2 emission intensity in terms of physical output tCO2e/MT	0.0084	0.01	0.02

Table 3: Total Air Emissions in FY 2024-25

Parameter	FY 2024-25	FY 2023-24	FY 2022-23
NOx (kg)	41,484	66,211*	51,333
SOx (kg)	95,069	1,50,249*	37,799
Particulate matter (PM) (kg)	1,35,862	1,93,032*	1,07,167

* Restatement from last year

Scope 3 Emissions across DBO facilities



WATER STEWARDSHIP



Sugar mills have the potential to become net water producers by exporting and reusing the water contained in sugarcane. However, practical challenges limit this potential. Since approximately 70% of sugarcane is water, much of it is extracted during milling when sugar is separated from bagasse pulp. This liquid is primarily used for steam and electricity generation, but additional groundwater is required to meet operational needs due to the low water density in cane. To address this challenge, we invest significantly in advanced Effluent Treatment Plant (ETP) technologies that enable efficient treatment and reuse of water, ensuring compliance with government regulations and reducing freshwater dependency.

Water from our Sewage Treatment Plant (STP) is thoroughly treated and reused for irrigation, strictly adhering to the standards of the Uttar Pradesh Pollution Control Board. In addition, we have implemented innovative solutions such as Anaerobic Bio Digesters at our ETPs to efficiently break down organic matter in wastewater, improving treatment efficiency and reducing environmental impacts. The incorporation of Condensate Polishing Units (CPU) further enhances recycling capacity and minimizes wastage, reinforcing our commitment to responsible water management.

In our distillery operations, we implemented a Zero Liquid Discharge (ZLD) approach to prevent any liquid waste discharge. The system integrates a 4,500 m³/day Condensate Polishing and Wastewater Recycling system, coupled with anaerobic using an ICX reactor and aerobic treatment, and Reverse Osmosis (RO). Treated water is fully recycled for industrial use, which reduces freshwater dependency. Concentrated spent wash is utilized as slop in Incineration Slop Boilers, which generates energy while eliminating liquid discharge. This integrated system maximizes resource utilization, supports circular economy principles, and reduces environmental impact.

Table 4: Water Withdrawal and Discharge in FY2024-25

Water Withdrawal by source (in kilolitres)

Parameter	FY 2024-25	FY 2023-24	FY 2022-23
Surface water	0	0	0
Groundwater (in kilolitres)	5,31,302	6,95,307	7,11,274
Third-party water	0	0	0
Seawater / desalinated water	0	0	0
Produced water	24,81,179	29,15,504	29,90,781
Total volume of water withdrawal (in kilolitres)	30,12,481	36,10,811	37,02,055*
Total volume of water consumption (in kilolitres)	22,04,714	30,80,547	31,58,083*

Water discharge by destination and level of treatment (in kilolitres)

Parameter	FY 2024-25	FY 2023-24	FY 2022-23
Surface water	0	0	0
Groundwater (in kilolitres)	47,953	43,686	41,381
Seawater	0	0	0
Third-Party Water	0	0	0
Others (in kilolitres)	6,67,575	7,59,079	6,85,079
Total Water Discharge (in kilolitres)	7,15,528	8,02,765	7,26,460*

* This is a restatement from last year.

To strengthen our water stewardship, we conduct regular water audits across all facilities to monitor consumption, treatment efficiency, and discharge levels. These audits allow us to identify opportunities for conservation, reduce wastewater generation, and ensure efficient resource use. Our commitment to responsible water management is reflected in strict adherence to regulatory requirements and continuous investment in technologies that enhance efficiency, conservation, and sustainability across our operations.

Sustainable Wastewater Management through UASB Technology

In continuation with the previous year's successful installation of a 3600 m³ Upflow Anaerobic Sludge Blanket Reactor (UASBR) at the Asmoli Sugar Unit, DBO continues to utilize this technology for efficient and sustainable wastewater treatment. The initiative has proven highly effective in treating high-strength industrial effluents while generating renewable energy through

biogas recovery. The UASBR's compact, continuous-flow design and innovative sludge blanket facilitate effective degradation of organic matter and retention of biomass. Its performance consistently achieves over 90 percent reduction in COD, demonstrating strong removal efficiency for organic pollutants and suspended solids.

The system also contributes to energy generation and resource recovery, with biogas used as a renewable energy source and treated effluent reused for irrigation. The continued application of UASB technology reflects DBO's ongoing commitment to circular resource management and environmental sustainability.



Benefits of UASBR:

EFFICIENT
WASTEWATER
TREATMENT

BIOGAS
PRODUCTION

REDUCED
ENVIRONMENTAL
IMPACT

RESOURCE
RECOVERY

CIRCULAR ECONOMY AND RESOURCE OPTIMIZATION

At DBO, circularity is a core pillar of our sustainability strategy. We are dedicated to maximizing the value of every by-product by transforming waste streams into productive inputs, either within our own operations or across allied industries. By redefining waste as a resource, we advance resource efficiency, strengthen energy self-sufficiency, and foster industrial symbiosis, thereby embedding long-term sustainability into our business model.

1064
MT waste recycled/reused

Industrial Symbiosis in Practice:

Carbon dioxide (CO₂): During distillery operations, CO₂ emissions are captured and processed into dry ice, which is supplied to beverage manufacturers. This initiative underscores our approach of turning unavoidable emissions into valuable industrial inputs.

Integrated Circular Operating Model

DBO's operating model is highly circular, with nearly every output from sugar manufacturing redirected into downstream processes. The principal by-products include:

Filter cake: Applied as organic manure, enriching agricultural soils and closing the nutrient loop back to farms.

Molasses: A critical feedstock for alcohol production in our distilleries, supporting the ethanol value chain.

Bagasse: Used as a renewable fuel source for boilers to generate steam and power, thereby driving operational energy self-sufficiency.

DBO adopts a comprehensive approach to responsible waste management and resource utilization by ensuring that all residual materials are systematically repurposed or disposed of in line with regulatory standards. Effluent Treatment Plant (ETP) sludge, being organic, is combined with fly ash and press mud and provided free of cost to farmers as manure, supporting agricultural productivity. Hazardous wastes such as skinned oil, used grease, contaminated rags, discarded

containers, and biomedical waste are disposed of through authorized Treatment, Storage, and Disposal Facilities (TSDFs) within the stipulated 180 days, with strict adherence to the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, and Form-3 maintained at the unit level for tracking. Plastic waste is managed under Extended Producer Responsibility (EPR) through a partnership with M/s REKART Innovations

Pvt. Ltd., ensuring environmentally responsible recovery and recycling of packaging materials. Electronic waste is routed through authorized TSDFs for safe treatment, while used batteries are collected and returned to vendors for recycling at the end of their lifecycle. General scrap waste, such as metal from maintenance activities, is sold exclusively to authorized recyclers to ensure reuse.



Table 5: Waste Generated, Recycled and Disposed in FY2024-25

Parameter	FY 2024-25	FY 2023-24	FY 2022-23
Plastic waste (A)	194	172*	310
E-waste (B)	0.44	0.038	0.0070
Bio-medical waste (C)	0.0042	0.183	0.021
Construction and demolition waste (D)	-	-	-
Battery waste (E)	4.33	0.672	4
Radioactive waste (F)	-	-	-
Other Hazardous waste. Please specify, if any. (G)	3.0	25	20
Other Non-hazardous waste generated	1,39,655	2,68,752	1,55,230
Total	1,39,871	2,68,950	1,55,564*

Total Waste Recovered through recycling, re-using, or other recovery operations (in metric tonnes)

Parameter	FY 2024-25	FY 2023-24	FY 2022-23
Recycled	1,064	198*	0.27
Reused	-	-	-
-Other recovery options	-	-	-
Total Waste Recovered	1,064	198*	0.27

Waste Disposal (in metric tonnes)

Parameter	FY 2024-25	FY 2023-24	FY 2022-23
Incineration	1,02,480	2,00,707*	1,42,126
Landfilling	19,834	30,202*	-
Other disposal operations	16,539	36,217*	522
Total Waste Disposed	1,38,853	2,67,126	1,42,648

*Restatement from last year

The observed increase is attributable to enhanced metal scrap recycling volumes during the reporting period.

DBO simultaneously advances pollution prevention by optimizing processes and minimizing the use of hazardous substances at the source. All contractual agreements embed mandatory provisions requiring contractors to adhere to best management practices consistent with DBO's sustainability standards. Through an integrated framework encompassing by-product valorization, waste minimization, and industrial symbiosis, DBO effectively reduces its environmental footprint while generating shared value for farmers, allied industries, and surrounding communities.

Vermicomposting: Sustaining Soil Health and Circular Waste Management

Following the previous year's successful implementation of vermicomposting initiatives, DBO has further strengthened its commitment to sustainable waste management and soil restoration. Last year's pilot case study demonstrated the effectiveness of converting organic waste, including pressmud from the sugar industry, cow dung, and agricultural residues into nutrient-rich vermicompost. The initiative diverted significant quantities of organic waste from landfills and produced high-quality organic manure that improved soil fertility and crop productivity across local farms.

Building on these outcomes, vermicomposting continues to serve as a sustainable and circular solution for managing organic solid waste. The process involves the biological stabilization of waste through earthworm activity, transforming it into nutrient-rich worm castings that provide environmental, economic, and social benefits.

Two distinct procedures are followed for vermicomposting:

- Utilizing pressmud from the sugar industry with cow dung and agricultural waste.
- Using cow dung and agricultural waste directly.

Key Benefits

Reduces Waste: Converts organic matter into useful compost, lowering landfill burden and methane emissions.

Improves Soil Health: Enhances fertility, microbial activity, and water retention for stronger plant growth.

Cost-Effective: Requires low investment and enables continuous compost production with potential for income generation.

Through these continued efforts, DBO reinforces its commitment to circular economy principles and environmental stewardship. Vermicomposting remains a key initiative that transforms waste into a valuable resource, supporting healthier soils and a sustainable future.

BIODIVERSITY CONSERVATION

At DBO, biodiversity preservation is integral to our sustainability strategy. Our most meaningful contribution arises from active engagement with farming communities, where we promote organic and sustainable agricultural practices.

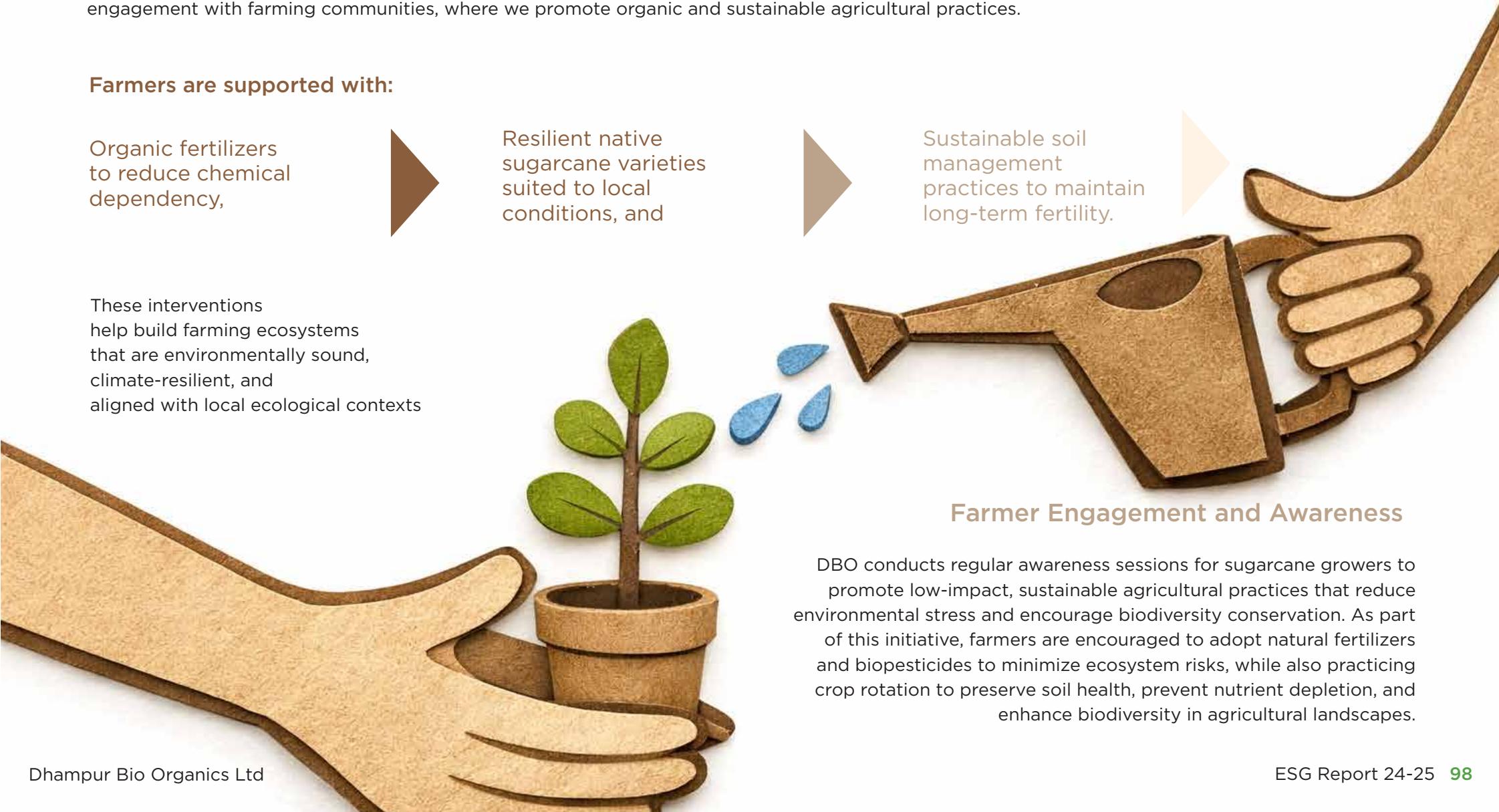
Farmers are supported with:

Organic fertilizers to reduce chemical dependency,

Resilient native sugarcane varieties suited to local conditions, and

Sustainable soil management practices to maintain long-term fertility.

These interventions help build farming ecosystems that are environmentally sound, climate-resilient, and aligned with local ecological contexts



Farmer Engagement and Awareness

DBO conducts regular awareness sessions for sugarcane growers to promote low-impact, sustainable agricultural practices that reduce environmental stress and encourage biodiversity conservation. As part of this initiative, farmers are encouraged to adopt natural fertilizers and biopesticides to minimize ecosystem risks, while also practicing crop rotation to preserve soil health, prevent nutrient depletion, and enhance biodiversity in agricultural landscapes.

Green Zones and Ecological Habitats

Beyond farming, DBO has created green zones around its sugar factories, serving as natural protective barriers and fostering

diverse plant and tree species. These habitats enhance local ecosystems and support indigenous flora and fauna. As part of this

initiative, we are also working towards carbon sequestration targets through large-scale tree planting efforts.

Recognizing that biodiversity extends beyond factory boundaries, DBO collaborates with local communities and stakeholders to expand conservation efforts. These include:

Joint tree plantation drives,

Promotion of sustainable land management practices, and

Awareness campaigns on biodiversity preservation.

By engaging local communities, we aim to create a positive and lasting impact on ecosystems that extends well beyond our immediate operations. To ensure ecological integrity, DBO adheres to environmental norms outlined by the Central Pollution Control Board (CPCB) and collaborates closely with District and Divisional Forest

Officers (DFOs) for species selection and plantation planning. Species such as Neem, Mango, Java Plum, Amla, Saguan, Arjun, and Chinaberry are cultivated for their biodiversity-supporting and ecological benefits.

Although our manufacturing sites are not located in areas classified as biodiversity

hotspots, we remain committed to upholding the highest environmental standards across all facilities. DBO continuously ensures compliance with all applicable environmental laws and regulations, reinforcing our responsibility as a sustainable corporate citizen.

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