

January 29, 2026

To,  
The Listing Department,  
**BSE LIMITED,**  
Phiroze Jeejeebhoy Towers,  
Dalal Street, Fort  
Mumbai- 400 001

**Scrip Code: 543349**

To,  
The Listing Department  
**National Stock Exchange of India Limited,**  
Exchange Plaza, 5th Floor, Plot no. C-1,  
G-Block, Bandra Kurla Complex,  
Mumbai -400051

**NSE Symbol: ACUTAAS**

**Sub: Annual Sustainability Report of the Company for the financial year 2024-25**

Dear Sir/Madam,

We enclose herewith Annual Sustainability Report of the Company for the financial year 2024-25. The said Annual Sustainability Report is also available on the website of the Company [www.acutaas.com](http://www.acutaas.com).

Request you to please take the above information on record.

Yours faithfully,

**For, Acutaas Chemicals Limited**

**CS Ekta Kumari Srivastava**  
**Company Secretary & Compliance Officer**

**Encl: As above**





**Sustaining**  
**Excellence**  
**Elevating**  
**Futures**

Inside the Report



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Website:  
[www.acutaas.com](http://www.acutaas.com)



To view the report online, log on to  
[www.acutaas.com/sustainability](http://www.acutaas.com/sustainability)



Scan the QR code to know  
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About the Report

(GRI 2-1, GRI 2-2)

At Acutaas Chemicals Limited, sustainability is a core management discipline embedded across strategy, risk oversight and daily operations. The Annual Sustainability Report for FY 2024–25 details how we integrate environmental, social and governance (ESG) priorities across the value chain to guide responsible decisions, strengthen performance and drive long-term value creation.

This report complements our statutory Business Responsibility and Sustainability Report by offering deeper insight into our ESG strategy, performance and progress during the year. It is intended for our stakeholders and anyone looking for a transparent understanding of our priorities and how we are delivering on them.

Reporting Period

This report covers the financial year from **April 1, 2024 to March 31, 2025**, unless stated otherwise. All quantitative disclosures relate to this period and are reported in Indian Rupees (₹) unless specified.

Reporting Scope and Boundaries

The disclosures relate to Acutaas Chemicals Limited (stand-alone entity) and include data from its three manufacturing units, R&D centre and warehousing facilities in Gujarat, India.

Unit 1

Plot No. 440/4, 5, 6, 8206-B, 478, 479 & 494, 495, Road No. 82/A & 82/C, G.I.D.C. Sachin

Plot No. 5538, Road No. 8 GIDC Sachin, Surat-394230, Gujarat

Unit 2

Plot No. 127/1, G.I.D.C. Industrial Estate

Ankleshwar, Gujarat. India

Unit 3

Plot No. 910/1/B, G.I.D.C.

Jhagadia, Gujarat. India

Reporting Frameworks

The disclosures relate to Acutaas Chemicals Limited (stand-alone entity) and include data from its three manufacturing units, R&D centre and warehousing facilities in Gujarat, India.



Business Responsibility and Sustainability Report (BRSR) under SEBI (LODR) Regulation 34(2)(f)



Global Reporting Initiative (GRI) Standards 2021)



United Nations Global Compact (UNGC) Ten Principles



United Nations Sustainable Development Goals (SDGs)



ISO 9001 Quality Management System



ISO 14001 Environmental Management System



ISO 45001 Occupational Health and Safety Management System



ISO 50001 Energy Management System



ISO/IEC 27001 Information Security Management System

External Assurance

Selected ESG indicators on energy consumption, greenhouse gas emissions, water management and waste management were independently assured by Growlity Private Limited using standard verification methods. The work assessed data accuracy, completeness and consistency. The Assurance Statement is included in the Annexures and Disclosures section under Verified for Trust.

Restatements

For FY 2024–25, the Company has not identified any material restatements of previously reported sustainability information. Reporting boundaries, methodologies and assumptions remain consistent with prior periods. Minor refinements from internal validation did not affect reported performance or year-on-year comparability.

# Engineering Value through ESG

## Report introduction

The disclosures in this report are presented to show how ESG priorities translate into day-to-day execution. We have compiled the information from our internal systems, operational records and governance reviews, which are also used for compliance, audits and external assessments. Where relevant, we present performance indicators alongside management actions so that progress and gaps are clear within the same context.

As a chemical manufacturing company, we recognise that environmental compliance, process safety, responsible resource use and ethical conduct are essential operating requirements. We therefore focus this report on practical measures, controls and outcomes that matter to our stakeholders and are relevant to our sector.

## Sustainability philosophy

We treat sustainability as a core operating requirement. Our focus is on compliance, disciplined risk management and responsible growth in chemical manufacturing. We aim to protect the environment, support workforce well-being and uphold ethical conduct across our activities and value chain.

Independent assessment supports our approach. Our EcoVadis Platinum Medal places us among the top 1 percent of companies assessed globally and provides an external benchmark to help us monitor performance and identify improvements.

## Alignment with ESG strategy

This report translates our ESG strategy into clear disclosures, performance indicators and concrete management actions. Each priority area is tied to the policies and practices that guide how we manage performance across the business.

Environmental disclosures are supported by data on resource use, emissions, waste management, and compliance. Social disclosures reflect our systems for occupational health and safety, our employee practices and stakeholder engagement. Governance disclosures reflect the controls and oversight we use to support ethical decision-making.

We prioritise traceability and consistency. The information in this report comes from internal records, management reviews and operational documentation used for regulatory filings, audits and external assessments. This helps ensure our disclosures remain aligned with the way we manage the business.

## Chairman's Message

# Vision That Inspires



Sustainability, for us, is deeply embedded in every decision: from how we manage our manufacturing footprint, to how we engage our people, to how we serve society and preserve our planet.



### Dear Stakeholders,

Ami Organics' transition into **Acutaas Chemicals Limited** marks a defining moment for the company, one that signals sharper precision, deeper innovation and a broader global footprint.

During the year, we strengthened both our financial and sustainability performance, surpassing ₹1,000 crore in revenue on consolidated basis and earning the **EcoVadis Platinum Medal**, placing us among the top one per cent of companies worldwide.

But numbers alone do not define who we are. Sustainability, for us, is deeply embedded in every decision: from how we manage our manufacturing footprint, to how we engage our people, to how we contribute to society and preserve our planet. This year, we ramped up our circular-economy efforts, significantly increased water recycling across our plants, and further strengthened our governance systems. We strengthened stakeholder trust while advancing innovation in green chemistry and safer, more efficient manufacturing practices.

Our manufacturing operations in Gujarat—specifically Unit 1 (G.I.D.C. Sachin, Surat), Unit 2 (G.I.D.C. Ankleshwar) and Unit 3 (G.I.D.C. Jhagadia)—continue to serve as the foundation of our global presence. The scale of our operations, combined with our expansion into advanced materials, battery chemicals and semiconductor-grade chemistries, reflects our ambition to evolve beyond a traditional chemical company and shape the next generation of high-value solutions with greener chemistries.

Our value creation is driven by our people and a purpose that endures: to engineer solutions that advance progress today while protecting the promise of tomorrow. We uphold the highest standards of ethics, safety, health and human rights and work with intention to create meaningful, lasting impact in every community we serve.

As we move forward, our focus is clear: deepen innovation through stronger R&D, accelerate our climate and circularity agenda, and uphold uncompromising transparency across ESG and operational performance. While our identity evolved, our values stand firm—integrity in action, responsibility in impact and innovation in intent.

I extend my gratitude to my fellow board members, every employee, partner and stakeholder who have strengthened our journey. Together, as Acutaas Chemicals, we will continue powering progress—responsibly, creatively and courageously.

Warm regards,

**Mr. Nareshkumar R. Patel**

**Executive Chairman and Managing Director**

Acutaas Chemicals Limited



## ESG Committee Message

# Anchored in Responsibility

### Dear Stakeholders,

At Acutaas Chemicals, sustainability is both a core governance priority and an essential driver of responsible growth. The ESG Committee continues to guide and strengthen the Company's environmental, social and governance performance, ensuring alignment with global standards, regulatory expectations and stakeholder needs. Our role is to translate the Board's sustainability direction into measurable action supported by strong internal systems and transparent reporting.

During FY 2024-25, we advanced ESG integration across our manufacturing, procurement, innovation and workforce practices. The Committee met twice during the year to review ESG performance, future sustainability roadmap and progress against key goals. Major milestones included ISO 50001 certification at the Sachin unit, initiation of Product Carbon Footprint and Life Cycle Assessment (LCA) efforts; commissioning of 10.8 MW solar capacity with an additional 5 MW completed in the current financial year, strengthened water-reuse systems across sites and maintaining ZLD at the Sachin facility. We are proud that these efforts contributed to Acutaas earning the EcoVadis Platinum Medal, placing the Company among the top one per cent companies assessed globally.

Governance discipline was further strengthened through external assurance of key environmental parameters and periodic review of ESG-related policies in line with GRI Standards and NGRBC principles. Cross-functional collaboration ensured better integration of environmental and social risks into enterprise-risk management. More than 1,000 employees and workers received training on ESG topics, safety and ethical conduct, reinforcing a culture of accountability.

Looking ahead, the Committee will focus on accelerating decarbonisation and circular-economy initiatives, strengthening supplier ESG performance and expanding digital assurance for improved transparency and real-time monitoring.

We remain committed to ensuring that Acutaas' growth is anchored in responsibility, resilience and the creation of long-term value for all stakeholders.

Regards,

For and on behalf of the ESG Committee

**Mr. Ram Mohan Lokhande**

**Chairman, ESG Committee**

Acutaas Chemicals Limited



“

The Committee will focus on advancing decarbonisation and circularity, strengthening supplier ESG performance and expanding digital assurance for improved transparency and real-time monitoring.

”



Key Achievements

# Defining Moments of the Year



Operational

**Top 1% Globally**

EcoVadis Platinum

**RS 9,898 million**

Revenue (Standalone)

**3**

Manufacturing Units + R&D Centre

**67%**

Increase in production capacity primarily attributable to Ankleshwar facility

**19.39%**

Capex



Environmental

**15.8 MW**

Solar Plant Operationalised

**100%**

Site is ISO 50001:2018 Certified

**0.00013808 MTCO<sub>2</sub>e/ ₹**

GHG Emissions Intensity

**30 KL**

Water saved per day



Social

**879+**

Total Workforce (Employees + Permanent Workers)

**100%**

Employees Trained in Safety

**100%**

Workers Trained (H&S)

**Zero**

POSH Complaints Reported

**7,162**

Beneficiaries Through CSR Projects

**34%**

Local Sourcing from MSMEs

**586**

Casual Workers



Governance

**50%**

Independent Directors on Board

**Zero**

Conflict-of-Interest Cases

**25%**

Women on Board

**100%**

Sites are SA8000 Certified

## Our Legacy

# Principles that Outlast Time



### Origins

Acutaas Chemicals Limited began in 2004 as a partnership firm focused on manufacture of advanced pharmaceutical intermediates. Over the years, we expanded beyond a single end-market and built a broader pharma intermediates and specialty chemicals platform.

### Identity Change

On May 15, 2025 Ami Organics Limited was renamed as Acutaas Chemicals Limited. Our new identity reflects our intent to lead with deeper focus and greater capability - expanding our presence, refining our approach, unlocking new possibilities and embedding sustainability in our operations and decision making. With a renewed identity and a sharper outlook, we are setting our goals higher - pushing boundaries and delivering solutions that create lasting value.



### Scale and Reach

- **Global footprint**  
We supply to more than **55** countries
- **Product breadth**  
We deliver more than **610** chemistries across multiple end-use industries



## Corporate Philosophy



### Our Vision

Our vision is to be the beacon of innovation and sustainability in the pharma and speciality chemical industry. We aspire to lead with ground breaking solutions that empower industries, enhance lives and drive sustainable progress globally. Our vision is to be recognised as a trusted partner, delivering excellence through innovative chemistry.



### Our Values

- **Innovation & Agility – Think new. Act Fast. Lead Forward.** Advancing with creativity and adapting swiftly to global opportunities and challenges.
- **Integrity & Excellence : Do what's Right, Deliver the Best.** Acting with honesty and fairness while delivering world-class quality.
- **Safety & Sustainability : Safety First. Sustainability Always.** Protecting people, resources and the environment; safeguarding health, safety and sustainability.
- **Customer Experience: Fulfilling Every Promise, Every Person, Every Time.** Creating unique experiences for external and internal customers through ownership & collaboration.

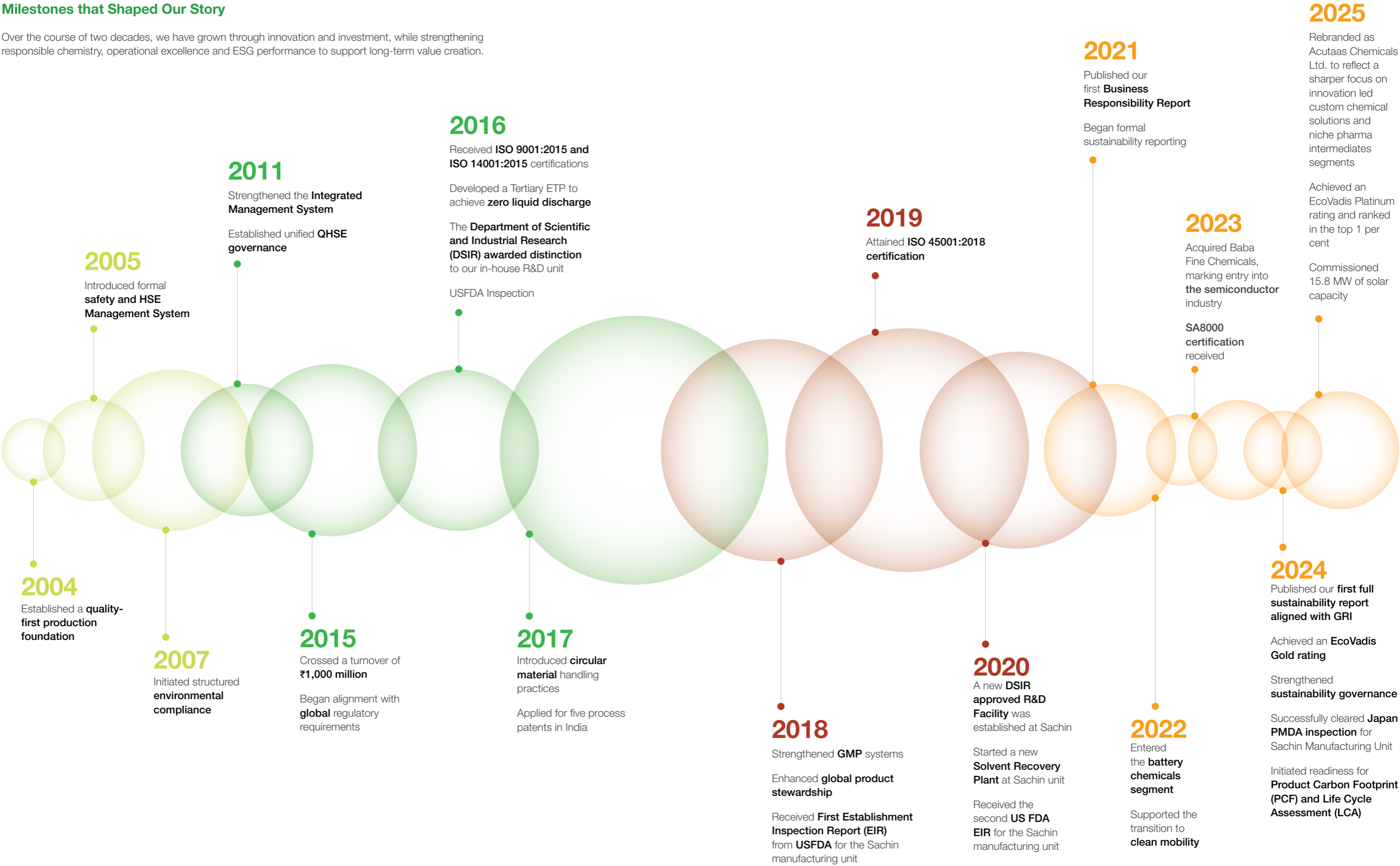


### Our Mission

Our mission is to leverage our expertise in innovative chemistry to create value for our customers, stakeholders and the environment.

## Milestones that Shaped Our Story

Over the course of two decades, we have grown through innovation and investment, while strengthening responsible chemistry, operational excellence and ESG performance to support long-term value creation.

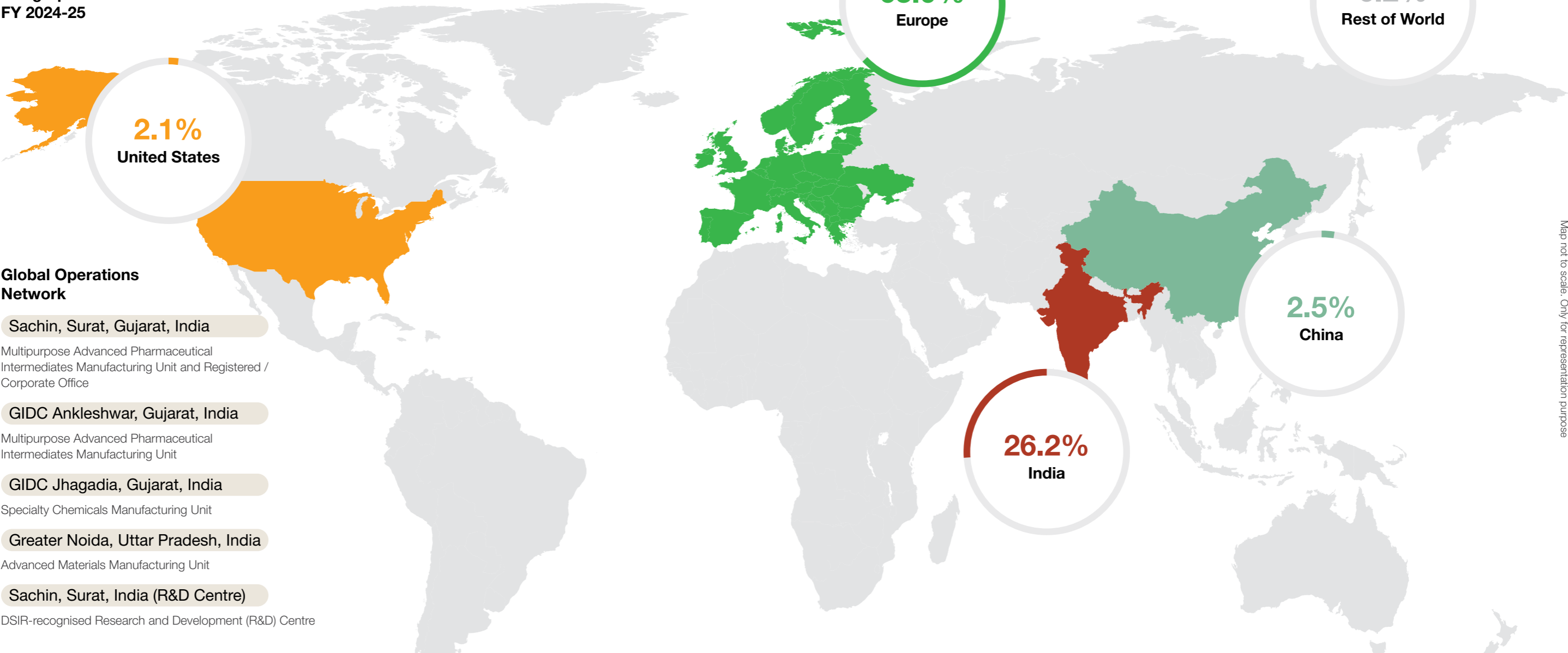


Global Footprint

# Scaling Value Across Global Markets

We operate four multipurpose manufacturing facilities in India and follow an export-driven business model. Our specialised manufacturing sites support the production of advanced pharmaceutical intermediates, specialty chemicals, battery chemicals and semiconductor-grade chemicals, enabling us to serve high-growth end markets.

Geographical Revenue Mix –  
FY 2024-25



Global Operations  
Network

- Sachin, Surat, Gujarat, India**  
Multipurpose Advanced Pharmaceutical Intermediates Manufacturing Unit and Registered / Corporate Office
- GIDC Ankleshwar, Gujarat, India**  
Multipurpose Advanced Pharmaceutical Intermediates Manufacturing Unit
- GIDC Jhagadia, Gujarat, India**  
Specialty Chemicals Manufacturing Unit
- Greater Noida, Uttar Pradesh, India**  
Advanced Materials Manufacturing Unit
- Sachin, Surat, India (R&D Centre)**  
DSIR-recognised Research and Development (R&D) Centre

Global Reach  
Snapshot  
FY 2024-25

|                                    |                                   |                      |  |   |  |
|------------------------------------|-----------------------------------|----------------------|--|---|--|
| Approximately<br>55 countries      | 74% of revenue<br>from operations | ₹ 7,426<br>million   | ~600 customers, with over<br>30 customers associated<br>for more than 10 years | Four multipurpose plants<br>(Sachin, Ankleshwar, Jhagadia<br>and Greater Noida) | Advanced pharmaceutical<br>intermediates, specialty<br>chemicals, battery chemicals<br>and semiconductor chemicals |
| Countries served (since inception) | Export revenue share              | Export revenue value | Customer relationships   | Manufacturing facilities  | Core chemistry domains   |

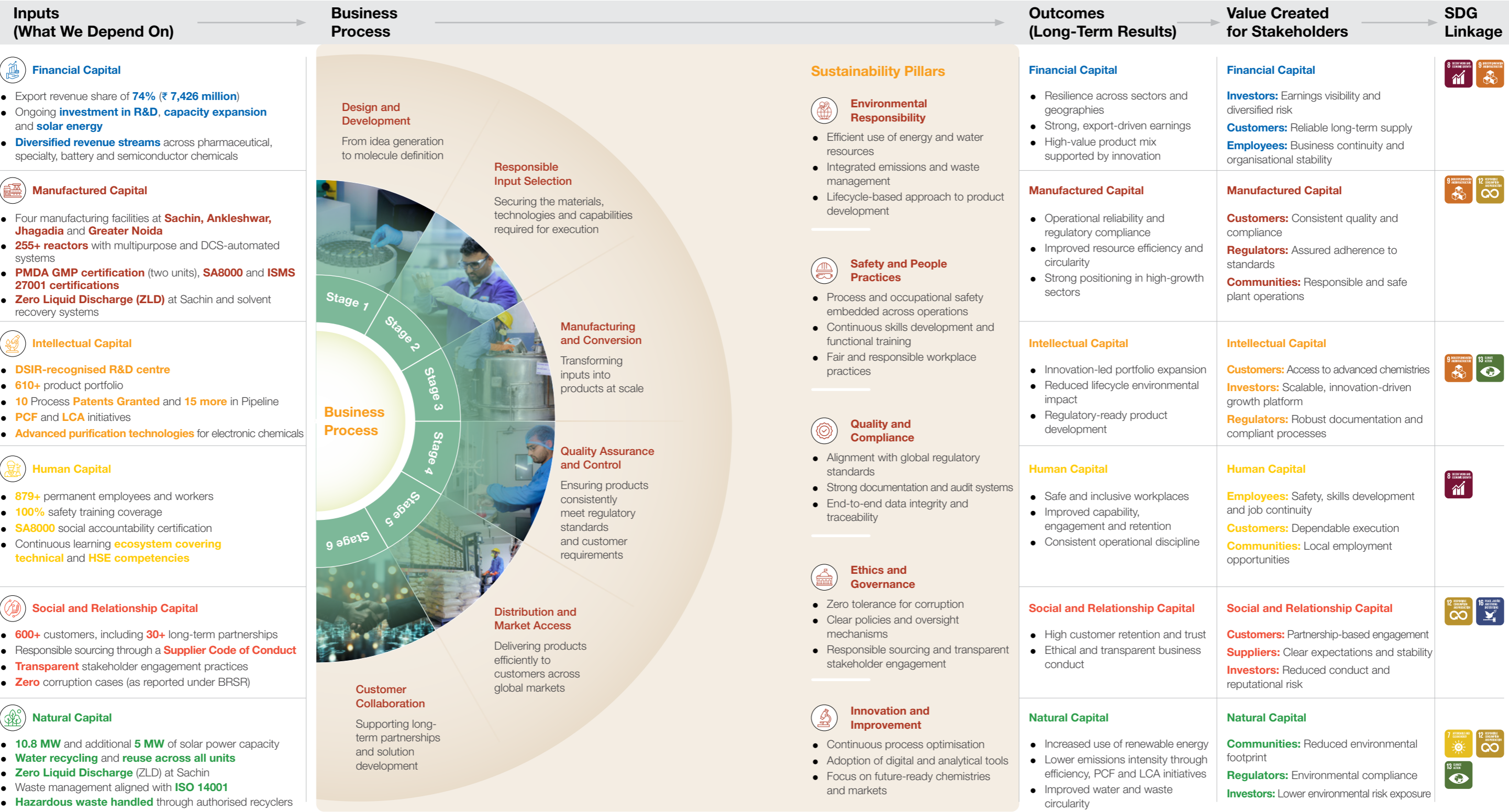
Map not to scale. Only for representation purpose

Chemistry that Creates Value

Engineered for the Long Term

Value Creation Model

Our value creation model reflects how we deploy multiple forms of capital through a responsible, sustainability-integrated business approach to deliver long-term value for stakeholders while contributing to the UN Sustainable Development Goals (SDGs).



## Innovation and R&D

### What Guides Our Innovation

- Focus on developing future-ready chemistries for pharmaceuticals, specialty applications, energy storage and semiconductor technologies
- Innovation choices are shaped by safety considerations, cleaner processes and evolving regulatory expectations across global markets

### R&D Capability Base

- DSIR-certified research centre
- Advanced analytical capabilities supporting global regulatory compliance
- Expertise in green chemistry, safe reactions and advanced purification technologies

### Sustainability Embedded in Development

- Product Carbon Footprint (PCF) and Life Cycle Assessment (LCA) initiatives to support decarbonisation
- Cleaner process design with a strong focus on resource efficiency
- Product development aligned with PMDA, USFDA, REACH and GHS requirements

### Output of the Innovation Engine

Portfolio of over **610** products across diverse platforms

## Portfolio Overview



### Where We Play

We operate a diversified portfolio across, serving both regulated and high-growth markets.

### What We Make



#### Advanced Pharma Intermediates

- Complex multi-step intermediates up to N-1
- Coverage across more than 17 therapeutic areas
- Supplies to innovators and regulated markets



#### Battery Chemicals

- High-purity electrolyte additives
- Materials for EV-focused energy storage applications
- Market entry enabled through deep fine-chemistry expertise



#### Custom Synthesis (CDMO)

- Tailor-made chemistries
- Long-term collaborative development programmes
- Trusted partner to global customers



#### Specialty Chemicals

- Parabens and blends
- Flavours and fragrance chemicals
- Methyl salicylate and cosmetic-grade ingredients



#### Semiconductor Chemicals

- Photo-resist and ultra-pure materials
- Strategic acquisition of Baba Fine Chemicals

### Where We Operate

#### Jhagadia, Gujarat

Specialty chemicals, including parabens and methyl salicylate

#### Ankleshwar, Gujarat

High-volume multi-purpose manufacturing unit with DCS automation

#### Sachin, Gujarat

Pharmaceutical intermediates, corporate office, ZLD, PMDA GMP and DSIR approved R&D Centre

#### Greater Noida, Uttar Pradesh

Electronic and semiconductor chemicals manufacturing unit



Map not to scale. Only for representation purpose

### Systems Supporting Consistent Delivery

All of our manufacturing units operate in compliance with ISO 9001, ISO 14001, ISO 45001, ISO 50001, SA8000 and ISMS 27001 standards.

### Competitive Differentiators

#### Independent Validation and Compliance Depth

- EcoVadis Platinum Rating – top 1% globally
- PMDA GMP, GMP, ISO, ISMS 27001 and SA8000 certifications

#### Operating Model Strengths

- Flexible, multipurpose manufacturing facilities
- Strong customer retention and trust

#### Positioning for New Growth Areas

- Entry into high-growth industries, including EV batteries and semiconductors



Stakeholder Engagement

# Collaborating for a Better World

(GRI 2, GRI 3)

## Building Trust, Strengthening Relationships, Driving Sustainable Value

At Acutaas Chemicals, stakeholders are central to our growth journey and sustainability vision. As a responsible specialty chemical company serving over 160 global customers, we recognise that meaningful engagement allows us to anticipate expectations, minimise risks, enhance transparency, and create long-term shared value.

During FY 2024–25, stakeholder dialogue deepened further as we advanced our sustainability goals—expanding renewable energy, conducting Product Carbon Footprint (PCF) assessments, improving data governance, strengthening the ESG Committee, and achieving the EcoVadis Platinum Medal.

Stakeholder feedback continues to steer our strategic decisions, influence our ESG roadmap, and shape our materiality assessment. It ensures that our sustainability initiatives remain relevant, grounded in real-world needs, and aligned with industry expectations.

(GRI 2-29)

## Our Stakeholder Engagement Approach










Acutaas follows a structured stakeholder engagement approach designed to maintain transparent, continuous and responsible communication.

(GRI 2-29, GRI 3-1)

## Methods of Engagement



Stakeholder Engagement Matrix (FY 2024–25)

| Stakeholder Group  | Why They Matter  | Engagement Channels and Frequency   | Key Expectations (FY 24–25)  | Acutaas' Response (FY 24–25)  |
|--|--|---|--|---|
|  <b>Employees</b>                           | Drive innovation, quality, safety and operational excellence               | Townhalls, toolbox talks (daily), HR connect, grievance channels, training programmes, employee surveys, POSH committee | Safe workplace, skill development, fair compensation, career growth, well-being, transparent communication | 11,933 training hours, 100% wages above minimum, safety drills, ETP/ZLD improvements, new HR policies, digital training |
|  <b>Customers (Domestic and Global)</b>     | Drive revenue, product quality, sustainability expectations and innovation | Technical audits, PCF sharing, quality reviews, customer visits, secured mail/FTP, meetings                             | High purity, regulatory compliance, supply reliability, sustainability alignment                           | 73 customer audits, upgraded DCS, expanded solar energy, QA strengthening   |
|  <b>Suppliers and Contractors</b>           | Enable raw material supply, logistics and quality continuity               | Supplier audits, onboarding assessments, Supplier CoC, meetings, data-security checks                                   | Ethical sourcing, fair terms, safety, timely payments, responsible material handling                       | 2 supplier audits, data-security due diligence, Supplier CoC implementation, local and domestic sourcing at 71%         |
|  <b>Logistics Partners</b>                 | Ensure safe, compliant and timely movement of chemicals                    | Safety briefings, SOP training, compliance checks, route risk assessments, documentation review                         | Safety compliance, timely delivery, emergency readiness  | Transporter trainings, mandatory PPE checks, integration into safety audits   |
|  <b>Shareholders and Investors</b>        | Provide financial stability, governance strength and long-term confidence  | Investor calls, AGM, sustainability disclosures, financial reports  | Transparent governance, ESG performance, climate strategy, risk management                                 | EcoVadis Platinum, ESG Committee strengthening, zero non-compliance   |
|  <b>Government and Regulators</b>         | Ensure statutory compliance and operational approvals                      | Filing of statutory reports, inspections, environmental monitoring, audits  | Environmental compliance, labour and safety adherence, chemical transport norms                            | Zero non-compliance, 10 regulatory inspections, strong ETP/ZLD performance  |
|  <b>Local Communities</b>                 | Support social license to operate and trust-building                       | CSR programmes, community meetings, health/education initiatives  | Health, education, safety, environmental protection  | CSR spend ₹19.77 Mn, 7,162+ beneficiaries, zero safety incidents, water and health programmes                           |
|  <b>Academic and R&amp;D Institutions</b> | Support innovation, Green Chemistry and PCF improvements                   | Technical workshops, academic partnerships, knowledge exchange  | Research access, sustainable chemistry, technology advancement   | 160 collaborations, DSIR R&D enhancement, PCF-driven process improvements   |
|  <b>Industry Associations</b>             | Enable policy dialogue, benchmarking and ESG knowledge                     | Industry meetings, conferences, compliance discussions  | Industry updates, ESG best practices, policy alignment   | 12 industry events, shared performance updates, stronger compliance alignment   |

Key Stakeholder Insights

This year brought a deeper insight in what our stakeholders expect from us. Customers seek for product carbon footprint (PCF) insights and end-to-end supply-chain visibility. Employees look for stronger opportunities to learn, upskill and prioritise their well-being.

Regulators reinforce the need for stricter compliance around water use, hazardous waste and operational safeguards.

Investors are sharpening their focus on governance quality, climate strategy and credible energy-transition plans.

Local communities increasingly value our role in supporting education, healthcare and safe operations. At the same time, suppliers are seeking stable, ethical and long-term relationships that enable shared growth.

How Stakeholder Engagement Shapes Decisions

The inputs gathered from stakeholders throughout FY 2024–25 played a critical role in shaping our sustainability priorities. Investor focus on decarbonisation accelerated our solar energy investments, while employees' interest in safety and growth informed training initiatives and process improvements. Supplier interactions strengthened our responsible sourcing framework, and community feedback helped refine our CSR outreach. Collectively, these insights directly impacted our materiality assessment and ESG strategy for the coming years.



Materiality Assessment

Defining the Issues That Define Us

(GRI 3)

Defining What Matters

Acutaas Chemicals conducts an annual Materiality Assessment to identify the ESG topics that hold the highest significance for our stakeholders and that most strongly influence our business decisions, operational resilience and long-term value creation.

The FY 2024-25 assessment reflects the company's ongoing transformation, including the expansion into battery and semiconductor specific chemistries, wider renewable energy adoption, readiness for Product Carbon Footprint (PCF) assessments, enhanced data governance and strengthened ESG oversight.

The assessment ensures that our sustainability efforts stay focused on areas where Acutaas has the most meaningful environmental and social impacts, and on topics that stakeholders believe are critical for responsible growth and future readiness.

Our Materiality Assessment Approach

We follow a structured methodology aligned with GRI 2021 Standards. Our approach assesses the significance of ESG impacts and the influence of these topics on stakeholder expectations and business decision making.

(GRI 3-1)

Step 1

Identify Relevant Topics

Material topics were shortlisted through benchmarking with global chemical peers, regulatory expectations (BRSR, MoEFCC), internal priorities, customer sustainability requirements and insights from external assessments.

Step 2

Engage Stakeholders

Input was gathered from employees, customers, suppliers, communities, regulators, investors and academic partners through surveys, audits, reviews and consultations to ensure balanced representation.

Step 3

Assess Significance of Impacts

Each topic was evaluated for its potential environmental, social and economic impacts, and its influence on stakeholder perception, operational continuity and market competitiveness.

Step 4

Prioritise and Validate

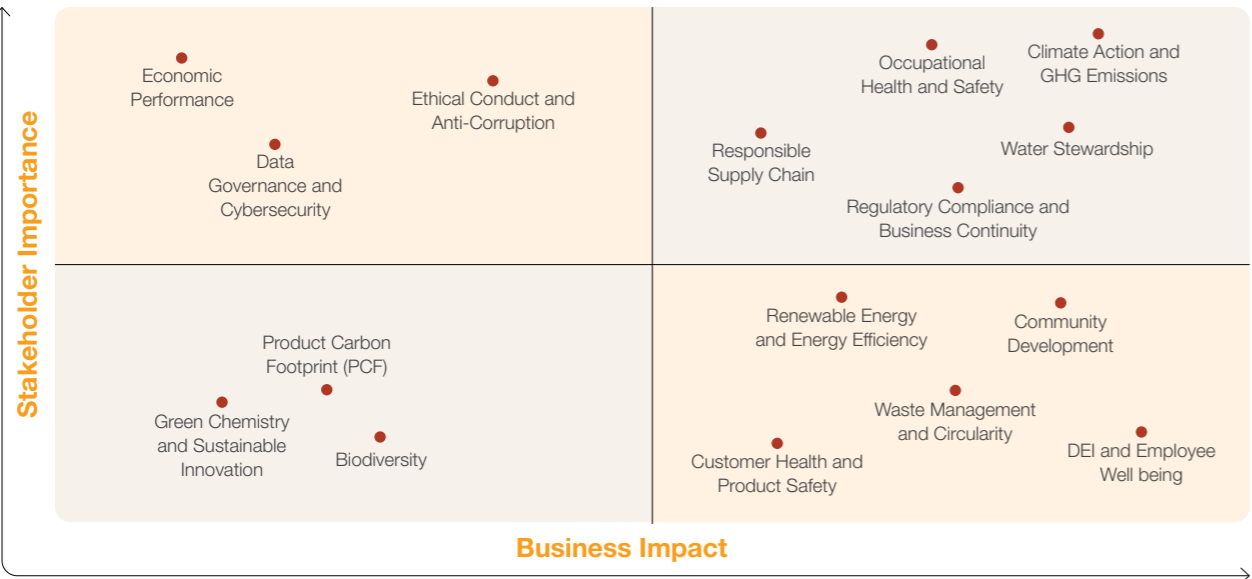
The ESG Committee, Senior Leadership, Executive Directors and Risk and Compliance teams validated the prioritised list of topics.

Step 5

Approve and Integrate

The Board approved the final material topics, which were integrated into the sustainability strategy, ESG roadmap, risk register and annual business planning.

Materiality Matrix



Material Topics and Management Approach



Climate Action and GHG Emissions

Why it Matters for People and Planet

Emissions influence climate and air quality

Why it Matters for Us

Customer requirements and compliance readiness

Key Actions FY 2024 25

10.8 MW solar, energy efficiency programmes

GRI Ref

305



Renewable Energy and Efficiency

Why it Matters for People and Planet

Reduces fossil fuel impact

Why it Matters for Us

Long term cost savings and energy security

Key Actions FY 2024 25

Solar expansion, high efficiency motors

GRI Ref

302



Water Stewardship

Why it Matters for People and Planet

Impacts local water availability and communities

Why it Matters for Us

Critical for production continuity

Key Actions FY 2024 25

ZLD systems, ETP upgrades, water reuse

GRI Ref

303



Waste and Circularity

Why it Matters for People and Planet

Hazardous waste can affect ecosystems

Why it Matters for Us

Regulatory compliance and disposal costs

Key Actions FY 2024 25

Segregation, authorised disposal, solvent recovery

GRI Ref

306



Green Chemistry and Innovation

Why it Matters for People and Planet

Cleaner chemistries reduce environmental impacts

Why it Matters for Us

Supports advanced chemistries for new markets

Key Actions FY 2024 25

DSIR R&D, catalyst optimisation

GRI Ref

3





### Product Carbon Footprint (PCF)



#### Why it Matters for People and Planet

Increases transparency of environmental impacts

#### Why it Matters for Us

Required by export-oriented clients

#### Key Actions FY 2024 25

PCF initiation activities and data readiness work.

#### GRI Ref

3



### Air Emissions



#### Why it Matters for People and Planet

Affects workers and local ecosystems

#### Why it Matters for Us

Required for environmental permitting

#### Key Actions FY 2024 25

Scrubber upgrades, continuous monitoring

#### GRI Ref

305



### Biodiversity



#### Why it Matters for People and Planet

Protects natural ecosystems

#### Why it Matters for Us

Required for community trust and regulatory norms

#### Key Actions FY 2024 25

Greenbelt, plantation initiatives

#### GRI Ref

304



### Occupational Health and Safety



#### Why it Matters for People and Planet

Hazardous waste can affect ecosystems

#### Why it Matters for Us

Regulatory compliance and disposal costs

#### Key Actions FY 2024 25

Segregation, authorised disposal, solvent recovery

#### GRI Ref

403



### Employee Development



#### Why it Matters for People and Planet

Builds skills and future capability

#### Why it Matters for Us

Improves productivity and retention

#### Key Actions FY 2024 25

11,933 training hours, skill development programmes

#### GRI Ref

404



### Diversity, Equity and Inclusion



#### Why it Matters for People and Planet

Ensures equal opportunity

#### Why it Matters for Us

Strengthens global customer alignment

#### Key Actions FY 2024 25

PoSH compliance, inclusive hiring

#### GRI Ref

405



### Labour Rights



#### Why it Matters for People and Planet

Protects human and labour rights

#### Why it Matters for Us

Reduces legal and reputational risks

#### Key Actions FY 2024 25

100 percent wages above statutory minimums

#### GRI Ref

401,402



### Community Development



#### Why it Matters for People and Planet

Supports social well-being

#### Why it Matters for Us

Strengthens social license to operate

#### Key Actions FY 2024 25

CSR spend of ₹19.77 million, 7,162 beneficiaries

#### GRI Ref

413



### Responsible Supply Chain



#### Why it Matters for People and Planet

Ensures ESG performance across value chain

#### Why it Matters for Us

Required for export qualifications

#### Key Actions FY 2024 25

Supplier CoC, screening and assessments

#### GRI Ref

308,414



### Ethical Conduct and Anti-Corruption



#### Why it Matters for People and Planet

Ensures fairness and transparency

#### Why it Matters for Us

Builds stakeholder trust

#### Key Actions FY 2024 25

Code of Conduct, zero cases reported

#### GRI Ref

205



ESG Governance



Why it Matters for People and Planet

Drives accountability and oversight

Why it Matters for Us

Supports ratings, disclosures and risk management

Key Actions FY 2024 25

Strengthened governance structure

GRI Ref

29



Data Governance and Cybersecurity



Why it Matters for People and Planet

Protects privacy and stakeholder information

Why it Matters for Us

High financial and reputational risk

Key Actions FY 2024 25

Data audits, multi factor authentication

GRI Ref

418



Regulatory Compliance



Why it Matters for People and Planet

Ensures environmental and social adherence

Why it Matters for Us

Prevents penalties, shutdowns and disruptions

Key Actions FY 2024 25

Zero significant non compliances

GRI Ref

419



Economic Performance



Why it Matters for People and Planet

Supports broader socio-economic value

Why it Matters for Us

Ensures long term business stability

Key Actions FY 2024 25

Revenue growth and planned capital investments

GRI Ref

201

Impact Boundary

| Topic           | Where Impact Occurs                            | Nature of Impact       |
|-----------------|--|------------------------|
| Climate Action  | Operations, supply chain, logistics            | Caused and Contributed |
| Water           | All manufacturing units and nearby communities | Caused                 |
| Waste           | Manufacturing sites, authorised waste handlers | Caused and Linked      |
| PCF             | Product lifecycle, downstream customers        | Caused                 |
| Safety          | Employees and contractors                      | Caused                 |
| Supply Chain    | Vendors, transport partners                    | Linked                 |
| Data Governance | Employees, suppliers, customers                | Caused                 |
| Ethics          | All business relationships                     | Caused                 |

(GRI 3)

The FY 2024 25 Materiality Assessment provides a clear view of the ESG issues that matter the most for us and our stakeholders. By strengthening topic identification, engagement methods and governance validation, the assessment now serves as a robust foundation for setting priorities, allocating resources and guiding our long-term sustainability roadmap. The results reinforce resolute commitment to responsible growth, operational resilience and transparent reporting.



## Elevating Futures through Environmental Stewardship

# Environmental Responsibility in Practice

(GRI 3, 305)

### Our Climate Commitment

For us at Acutaas Chemicals, climate responsibility is a core design principle. From specialty intermediates to breakthrough battery and semiconductor materials, every innovation begins with conscious attention to its environmental footprint.

#### Our aim is simple and powerful:

As we expand across global markets, decarbonisation has become central to our long-term value creation, investor confidence, customer trust and community well-being.

### Our GHG Inventory Boundary

(GRI 3-3)

At Acutaas, we report our emissions in accordance with the GHG Protocol Corporate Standard and GRI 305, ensuring comprehensive and transparent disclosure across all relevant categories, including:

#### Step 1

Direct emissions from combustion and processes

#### Step 2

Indirect emissions from purchased electricity

#### Step 3

Value-chain emissions from upstream and downstream activities

### Governance Oversight

The **ESG Committee**, supported by site-level ESG owners, provides strategic oversight for all climate-related programmes. Its responsibilities include:



Reviewing annual GHG inventories



Tracking renewable energy adoption



Monitoring air emissions performance



Overseeing product carbon footprint (PCF) expansion

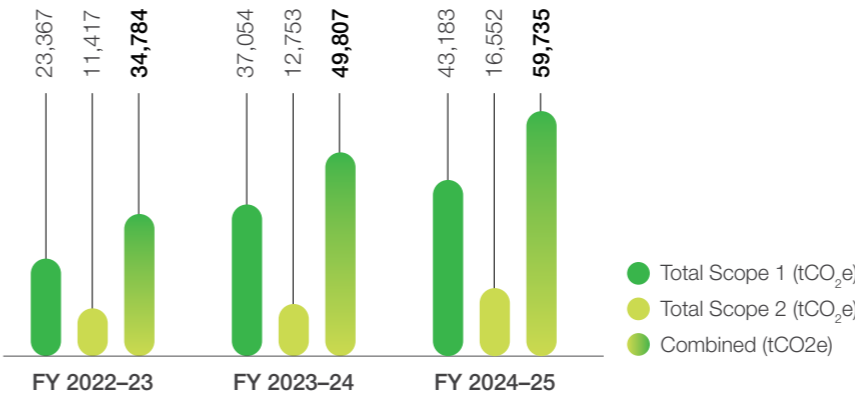


Integrating climate objectives into operational decision-making

This governance framework ensures that climate action remains embedded across manufacturing, procurement, R&D, logistics and strategic planning.



### GHG Performance Summary



### Scope 1 Emissions

(GRI 305-1)

Scope 1 covers fuel combustion and process emissions from reactors, boilers, heating systems, and onsite utilities.

### What Influenced FY 2024-25 Performance?

- Higher production volumes and expanded product portfolio
- More energy-intensive chemistries
- Improved energy efficiency buffering part of the increase

We continue to implement operational controls such as process optimisation, improved condensate recovery, better insulation and enhanced solvent recovery reducing emission intensity per unit of output over time.

### Scope 2 Emissions

(GRI 305-2)

Electricity consumption is a critical part of our carbon footprint. We significantly advanced our renewable energy transition:

- 10.8 MW solar plant commissioned in FY 2024-25**
- Additional 5 MW solar capacity operational before report release**

Though the effect on FY 2024-25 emissions was minimal, the solar additions support long-term reduction goals.

### Scope 3 Emissions

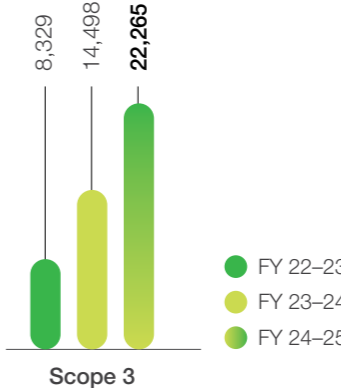
(GRI 305-3)

Scope 3 emissions represent the indirect climate impacts that occur across our

entire value chain from the extraction of raw materials to the distribution of final products. These emissions lie beyond our direct operational boundary but are critical for understanding our true carbon footprint.

Since we operate in global supply chains and serve diverse industries, Scope 3 plays a significant role in our overall climate impact.

### Scope 3 Emissions



The increase in Scope 3 emissions corresponds with our expansion in scale, product mix and global operations. Higher production volumes resulted in increased consumption of raw materials, solvents, reagents, catalysts and packaging, all of which carry significant upstream embodied carbon. Growing international shipments across 55+ countries added to downstream logistics emissions due to greater ocean freight movement and export distances.

The shift towards more advanced and energy-intensive chemistries, including battery and semiconductor intermediates, also contributed to higher value-chain footprints. In addition, enhanced customer engagement, supplier audits and technical visits led to marginal increases in business travel and employee commuting. As output increased, waste handled through

authorised third-party partners rose accordingly, contributing to higher overall Scope 3 emissions.

### How We are Managing Scope 3

Even without full category-level quantification, we have started strengthening the value-chain climate response through:

### Product Carbon Footprint (PCF) Initiatives

At Acutaas, we have started laying the foundational steps for developing Product Carbon Footprints (PCFs) for select priority products. This early phase focuses on mapping data needs, identifying high-impact product categories and establishing internal systems for collecting raw material, process and utility information required for future cradle-to-gate assessments.

The objective is to build readiness so that accurate PCF calculations can be undertaken in upcoming reporting cycles and used to support customer transparency and low carbon product innovation.

### Supplier Engagement

Strengthening supply-chain engagement is a key part of our Scope 3 approach. ESG-related expectations are now embedded into supplier onboarding and evaluation, with increasing focus on environmental compliance, chemical handling standards and safe waste management practices. We are developing structured mechanisms to collect supplier-level climate data in future cycles, including information on energy sources, packaging materials, and logistics practices. This will progressively enhance category-level accuracy and enable more targeted decarbonisation partnerships with high-impact suppliers.

### Logistics Optimisation

To address upstream and downstream logistics emissions, We are improving route planning, shipment consolidation and container utilisation across global export channels. Opportunities for sustainable packaging, including lighter materials, recyclable formats and reduced secondary packaging, are under evaluation to lower embedded emissions without compromising product integrity. Looking ahead, we have developed a multi-year Scope 3 maturity roadmap that focuses on expanding data coverage, strengthening supplier collaboration.

GHG Intensity Performance

(GRI 305-4)

GHG intensity reflects the carbon emissions generated per unit of economic value created. We track our intensity on a **PPP-adjusted basis**, allowing performance to be assessed in a way that accurately reflects our global commercial footprint.

PPP-Adjusted GHG Intensity

| Year       | Intensity (tCO <sub>2</sub> e per ₹ turnover) |
|------------|---|
| FY 2024-25 | 0.00013808                                    |
| FY 2023-24 | 0.000165                                      |
| FY 2022-23 | 0.000129                                      |

16%

Notable improvement achieved in GHG intensity compared to FY 2023-24

Improvement in GHG intensity was driven by multiple operational and strategic developments, including utilisation of captive solar energy, efficiency improvements in utility systems, and enhanced process optimisation across key manufacturing units. Although our total emissions increased in line with production growth and expansion into more complex chemistries, the rate of increase remained lower than the rate of business growth, resulting in improved carbon efficiency.

Our continued focus on energy optimisation, higher recovery rates in solvent systems, upgraded equipment efficiencies and improved resource utilisation collectively contributed to lower emissions per unit of turnover. This trend demonstrates our ongoing transition towards **higher-output, lower-intensity** manufacturing operations.

GHG Reduction Actions

(GRI 305-5)

During FY 2024-25, we implemented multiple low-carbon initiatives:

Energy Optimizsation

- Improved thermal efficiency in utilities
- Enhanced steam and condensate recovery
- Process efficiency improvements through flow chemistry and digital process controls.

Renewable Energy Scaling

- 15.8 MW solar capacity now contributes significantly to electricity needs

Green Chemistry and R&D

- High-recovery solvent systems reducing emissions associated with fresh solvent demand

These initiatives collectively support ongoing improvements in carbon intensity and lower reliance on emission-intensive processes.



Air Emissions and Air Quality Management

(GRI 305-7)

We maintain stringent control over air emissions to protect environmental quality, worker health and surrounding communities. Continuous improvement in air-pollution management is a core element of our operational philosophy and FY 2024-25 demonstrated measurable progress across all key parameters.

| Parameter | FY 2024-25       | FY 2023-24  | FY 2022-23  |
|-----------|------------------|-------------|-------------|
| NOx       | 20.66 µg/m³      | 24.63 µg/m³ | 18.61 µg/m3 |
| SOx       | 19.08 µg/m³      | 26.33 µg/m³ | 24.88 µg/m3 |
| PM        | 61.14 µg/m³      | 67.74 µg/m³ | 83µg/m3     |
| POP/VOC   | 0                | 0           | 0           |
| HAP       | 4.23 tonnes/year | 0           | 0           |

Air Emissions Trend

In the current financial year, we achieved **consistent reductions in NOx, SOx, and particulate matter**, despite greater production volumes and more complex chemistries being handled.

This improvement reflects a combination of operational excellence and targeted upgrades:

- NOx and SOx decreased** due to better fuel-handling practices, combustion efficiency improvements, and enhanced scrubber performance.
- Particulate matter reduced** with upgraded filtration systems, expanded dust-capture mechanisms, and improved housekeeping across production blocks.
- POP and VOC emissions remained negligible**, reflecting strong process containment and solvent-vapour recovery systems.

These improvements highlight the effectiveness of our air-quality management systems and the continuous refinement of operating protocols at our manufacturing units.

Pollution Control Systems

We manage air emissions through a structured combination of engineering controls that target pollutants at their source. Our manufacturing units are equipped with multi-stage scrubbers that neutralise acid gases and reduce NOx and SOx emissions before they reach the atmosphere. These systems ensure that combustion-related pollutants are treated efficiently during regular operations.

To minimise particulate matter, we utilise high-efficiency particulate filters and dust-capture mechanisms across drying, handling, and material-transfer stages. These controls significantly reduce PM emissions and maintain cleaner processing environments across all sites. Enhanced operating discipline and strong containment systems also help prevent fugitive releases.

Air-quality performance is further supported by regular stack monitoring, calibration, and third-party testing, combined with a robust preventive-maintenance schedule for scrubbers, blowers, ducts, and filtration equipment. This ensures consistent system performance, regulatory compliance, and year-on-year improvement in key air-quality indicators.



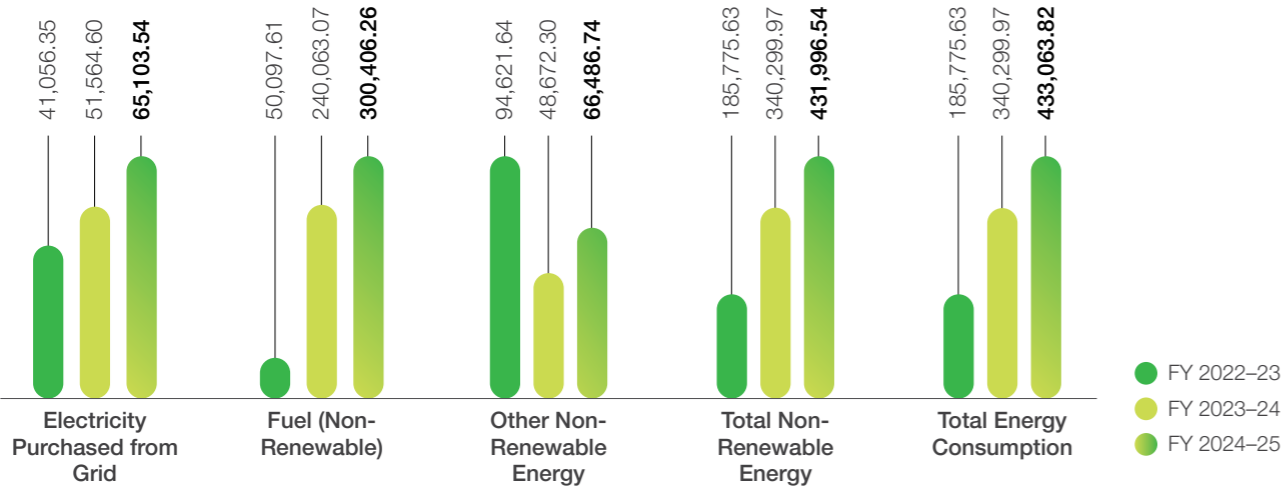
Energy Management

(GRI 2, GRI 3, GRI 302)

Energy is a critical driver of our manufacturing operations, influencing efficiency, cost competitiveness, and environmental performance. As we continue to scale and diversify into more complex chemistries, energy governance and optimisation remain central to sustaining operational excellence.



Energy Consumption (GJ)



Energy Management Approach (GRI 3-3)

At Acutaas, our Energy management is guided through a structured governance mechanism that integrates site-level utilities teams, central engineering, and the ESG Committee. Monthly performance dashboards track electricity, fuel usage, renewable energy generation, and key operational KPIs. Energy audits, internal reviews, and efficiency recommendations are systematically incorporated into plant-level action plans, ensuring that each manufacturing site follows consistent controls, optimisation practices, and continuous improvements.

| KPI        | Renewable electricity sourced from solar energy |
|------------|---|
| FY 2024-25 | 1,067.28  |
| FY 2023-24 | 0   |
| FY 2022-23 | 0   |

Accelerating Renewable Energy Adoption

FY 2024-25 marked a significant milestone for us with the commissioning of a 10.8 MW captive solar project, followed by an additional 5 MW solar installation operational before the publication of this report. These installations now supply renewable electricity to key units in Ankleshwar, Jhagadia, and Sachin, directly reducing reliance on grid electricity and contributing to a lower Scope 2 footprint.

Energy Intensity Performance (GRI 302-3)

Energy intensity improved despite increased operational output, reflecting better utilisation of energy systems and growing renewable integration.

0.0000437511  
GJ/₹ turnover

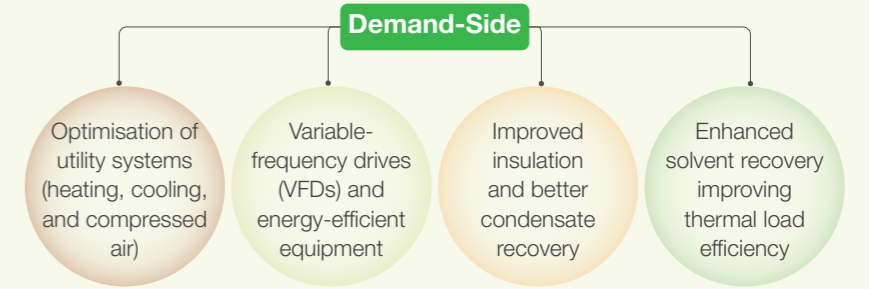
Energy Intensity

This improvement of ~11.6% from the previous year was supported by solar adoption, utility efficiency measures, and improved thermal management across units.

Energy Efficiency Improvements and ISO 50001 Progress

The Sachin unit achieved ISO 50001:2018 certification, reinforcing our systematic approach to monitoring, auditing, and improving energy performance. Energy audits across major sites identified opportunities to optimise boilers, chillers, compressors, and other utilities. Process heat recovery, improved insulation, energy-efficient motors, and DCS-based control systems contributed to better overall energy utilisation.

Demand-Side and Supply-Side Measures



Supply-Side

- Commissioned 10.8 MW solar; 5 MW added subsequently
- Exploring further solar capacity across sites
- Assessing long-term renewable energy procurement options



Circularity, Waste Management and Resource Recovery

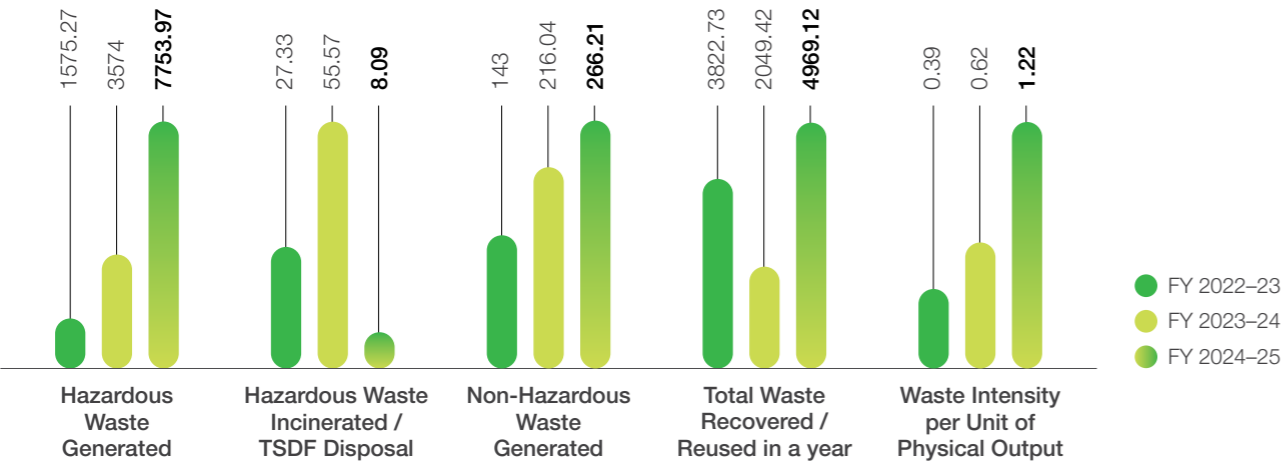
(GRI 2, GRI 3, GRI 306)

At Acutaas, our approach to waste management is anchored in circularity principles and regulatory compliance, focused on minimising waste at source, improving resource efficiency, and ensuring safe and responsible disposal. As a pharma & speciality chemicals manufacturer, waste streams, such as process residues, ETP sludge, spent solvents, and packaging materials form a natural part of our operations. Our aim is to manage these streams with discipline while exploring opportunities for recovery and circular use wherever technically feasible.



Waste Footprint Overview (MT)

(GRI 306-1, 306-2)



Understanding Our Waste Streams

(GRI 306-3, 306-4)

Hazardous Waste

For us, hazardous waste primarily includes process residues, ETP sludge, spent solvents, and materials generated from chemical reactions that require specialised handling. These streams are managed in full compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, and are sent only to authorised recyclers, co-processors, or TSDF facilities.



Resource Recovery and Circular Practices

(GRI 306-2, GRI 306-4)

Solvent Recovery

Solvent recovery is a key circularity practice for us. This is supported by in-house distillation systems that allow significant volumes of spent solvent to be recovered and reused. This reduces fresh solvent demand and lowers the environmental footprint associated with solvent handling and disposal.

Circularity Initiatives

We continue to strengthen circularity through practical and scalable measures such as:

- Improving process efficiency to minimise off-spec material generation
- Encouraging recyclability of packaging materials
- Strengthening partnerships with authorised co-processors to divert suitable waste from landfill
- Evaluating opportunities for reuse and material recovery in select waste streams

These initiatives help reduce dependence on disposal pathways and move operations towards a more resource-efficient model.

Non-Hazardous Waste

Non-hazardous waste includes packaging materials, such as paper, wooden pallets, HDPE containers, as well as domestic and office waste generated across sites. Segregation at source and responsible disposal practices ensure that non-hazardous streams are handled safely and wherever possible, channelled toward recycling.



Our Waste Management Approach

(GRI 3-3, GRI 306-2, 306-5)

We follow a structured waste management framework overseen by the EHS teams at each manufacturing unit. All waste streams are tracked through manifest systems, stored in designated areas, and sent only to government-authorised facilities. Regular internal audits, vendor reviews, and compliance checks ensure full adherence to regulatory standards and responsible handling of hazardous materials.

Our ESG Committee reviews site-level waste performance and improvement plans as part of the broader sustainability governance framework. This ensures that waste management remains aligned with operational efficiency, environmental responsibility, and regulatory expectations.

Waste Minimisation Through Process Efficiency

Ongoing process optimisation, better batch planning, improved solvent-handling practices, and enhanced operational discipline contribute to reducing avoidable waste generation. These improvements support both environmental performance and cost efficiency and remain a continuous area of focus across all units.

We manage waste with strict regulatory compliance, responsible disposal practices, and a growing focus on recovery and circularity. With solvent recovery systems, structured waste governance, and ongoing improvement initiatives, we continue to strengthen our performance while laying the groundwork for more sustainable waste management in the years ahead.



Water Stewardship

(GRI 2, GRI 3, GRI 303)

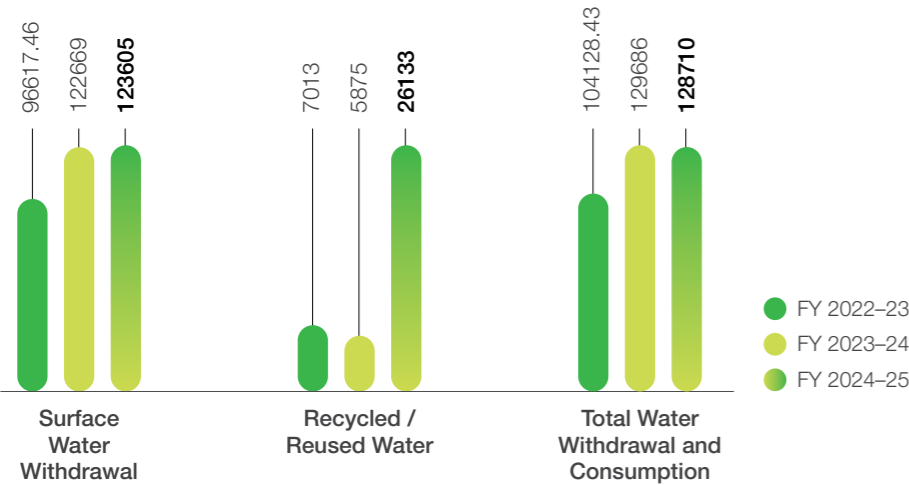
Water is an essential resource for our operations, supporting process requirements, utility systems, cooling, cleaning and hygiene. As a responsible manufacturer, we are committed to managing water resources efficiently, reducing our freshwater consumption and ensuring that all wastewater is treated safely before discharge. Our stewardship approach aligns with United Nations Sustainable Development Goal 6: Clean Water and Sanitation and reflects our focus on sustainable, long-term resource availability.



Water Consumption Overview (KL)

(GRI 303-3, 303-5)

Water Withdrawal and Consumption



A Closer Look at Our Water Footprint

(GRI 303-1)

Our water demand is driven by process operations, cooling systems, boiler feed, cleaning cycles and housekeeping requirements across facilities. Freshwater is managed carefully through operational controls, periodic tracking and continuous monitoring of high consumption areas. While augmentation in production volumes influences water requirements, efficiency programmes across utilities and processes help maintain responsible utilisation.

In addition, we recover a portion of treated water for internal use wherever technically feasible, supporting circular water management and reducing reliance on freshwater sources.



Water Efficiency

(GRI 303-1, GRI 303-5)

We continue to improve water efficiency through optimised cleaning and batch changeover cycles, better condensate recovery, and more efficient utility operations that minimise losses. We further strengthen performance by segregating clean and process water streams and closely monitoring high consumption areas. While overall water demand reflects production growth, we remain committed to enhancing efficiency through stronger process control and expanded water reuse practices.



Wastewater Management

(GRI 303-2, GRI 303-4)

We follow a structured wastewater management system to ensure safe and compliant discharge. All process effluents undergo primary, secondary and tertiary treatment through in-house Effluent Treatment Plants (ETP). Treated water is either reused internally for non-process applications or discharged to authorised Common Effluent Treatment Plants (CETP) for further treatment and disposal.



Wastewater Generation and Treatment (KL)

| Parameter (KL)                                     | FY 2024-25 | FY 2023-24 | FY 2022-23 |
|--|------------|------------|------------|
| Total Wastewater Generated and treated through ETP | 58625.086  | 60606.245  | 22810      |

We ensure full compliance with GPCB norms, undertake routine monitoring of outlet parameters, and maintains rigorous documentation under the Water (Prevention and Control of Pollution) Act.

Rainwater Harvesting

(GRI 303-1, GRI 303-3, GRI 303-5)

Rainwater harvesting structures have been implemented at selected locations to support groundwater recharge and reduce surface run-off during monsoon months. These systems help supplement water availability and strengthen long-term water security where feasible.

Water Recycling and Reuse

We continue to advance water circularity by increasing the internal reuse of treated effluent for non-process applications such as utilities and landscaping. This approach lowers dependence on fresh water and supports a more balanced and efficient water management system across units.

Future Water Stewardship Focus

We intend to:

- Increase the share of water recycled internally
- Strengthen site-level water monitoring and reporting
- Enhance efficiency in process water and utility systems
- Continue compliance with statutory guidelines on water and wastewater
- Expand rainwater harvesting where technically feasible
- Develop internal KPIs such as water intensity

These steps support a long-term shift towards responsible and resource-efficient water management. It reflects our commitment towards responsible water consumption, safe wastewater treatment,

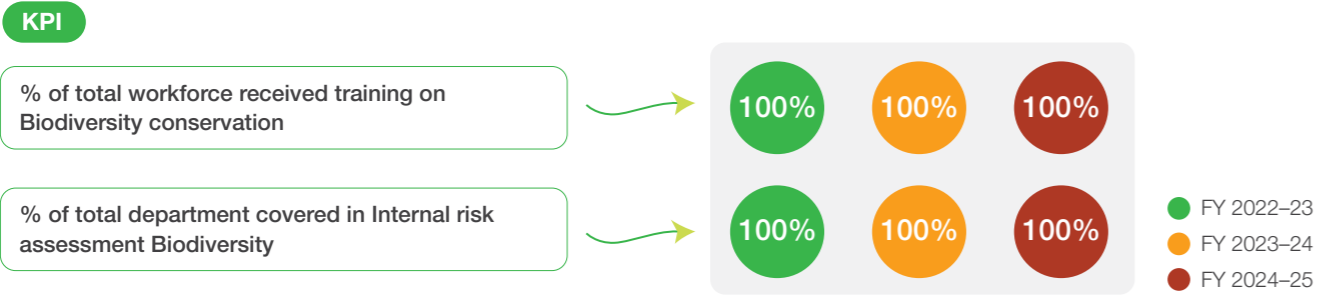
continuous efficiency improvements, and enhanced circularity through reuse initiatives. We continue to strengthen our practices year-on-year, ensuring reliable water availability for operations, while contributing to broader environmental stewardship.



Biodiversity, Land Use and Ecosystem Impacts

(GRI 304)

We operate with a strong commitment to protecting natural ecosystems and ensuring that our manufacturing activities do not adversely affect surrounding landscapes. As a responsible chemical producer, we prioritise careful land use, maintain greenbelt development, and adhere to stringent environmental safeguards to preserve the ecological balance around our operational sites.



Operational Footprint and Land Use

(GRI 304-1, 304-2)

All of our facilities are located within authorised industrial estates. No manufacturing unit falls within or near environmentally sensitive locations, such as national parks, wildlife sanctuaries, biodiversity hotspots, coastal regulation zones, or protected forest regions. This ensures that our operations do not involve habitat disruption, land conversion, or encroachment on ecologically important areas.



Ecosystem Considerations and Environmental Safeguards

Our operations do not result in significant direct or indirect biodiversity impacts. We strictly adhere to environmental norms for wastewater treatment, air emissions, and waste management, helping to protect soil quality, vegetation, and local water bodies. Regular monitoring and compliance with state pollution control requirements ensure that environmental

water management, and well-maintained vegetation contribute to preserving the ecological character of the surrounding industrial region.

These measures strengthen the environmental resilience of operating areas and reflect the our sustained commitment to responsible land and ecosystem management.

Greenbelt and Site-Level Environmental Measures

(GRI 304-2, 304-3)

performance remains aligned with regulatory expectations.

We maintain landscaped greenbelt areas within and around plant premises, supporting micro-habitat creation, dust reduction, and improved site aesthetics. Site-level measures such as controlled emissions, proper waste handling, storm

Sustainable Land Use and Continual Improvement

(GRI 3-3)

We ensure that all expansions and infrastructure upgrades are executed within our existing industrial footprint, preventing any encroachment on natural ecosystems. Regulatory environmental safeguards, such as maintaining greenbelt

areas and conducting periodic monitoring, are embedded into our operational practices, supporting long-term compliance and responsible ecosystem stewardship.

Commitment to Ongoing Stewardship

We continue to expand our greenbelt coverage, strengthen environmental monitoring programmes, and incorporate biodiversity considerations into future planning. As a part of our broader environmental stewardship approach, we remain committed to protecting surrounding ecosystems and supporting the long-term well-being of the communities and environments in which we operate.

Product Responsibility and Safety

(GRI 2, GRI 3, GRI 416, GRI 417)

We integrate product safety, regulatory compliance and life-cycle responsibility into every stage of product development, manufacturing and customer engagement. With a diverse portfolio serving pharmaceutical, electronics, performance chemicals and battery segments, we ensure that every product is safe to handle, clearly communicated and supported through responsible end-of-life practices.

Product Safety Governance

(GRI 3-3, 416-1, 417-1)

Product safety is built into our quality and EHS systems. Each product family undergoes structured health and safety risk assessments that evaluate physical, human-health and environmental hazards. All relevant products are accompanied by **Safety Data Sheets (SDS)**, compliant labels and clear handling guidance. Customer technical teams receive instructions on storage, PPE, incompatible materials and emergency response, helping ensure safe use across global value chains.

Customer Health and Safety

(GRI 416-1, 416-2)

SDS, handling guidelines and technical notes support customers in reducing occupational risks. Periodic customer health and safety assessments help refine product instructions, update guidance where needed and strengthen safety awareness at customer sites. We did not record any major health and safety issues associated with product use during the reporting period.

0%

Products pass rigorous quality control inspections before being shipped to customers

Nil

Product-related incident

Smarter, Safer Packaging

(GRI 417-1, 417-2, GRI 301-3)

We continue to direct our focus on our packaging systems with equal emphasis on safety, regulatory compliance and lowering environmental impact. Specifications are engineered to optimise material use, improve recyclability and ensure secure transport across global markets. Ongoing design enhancements also help reduce logistics-related emissions and enable safer, more responsible handling at customer facilities.

We maintain a product take-back system for select product and container categories, supported by authorised third-party partners for recycling or safe treatment. A documented emergency recall procedure ensures rapid traceability and market withdrawal if any quality or safety concern arises.

End-of-Life Framework

| Aspect                    | Practice   |
|---------------------------|--|
| Take-back system          | Available for defined products/containers            |
| Third-party collaboration | Authorised recyclers and waste handlers              |
| Emergency recall          | Documented and ready for activation                  |
| Customer instructions     | End-of-life guidance through SDS and technical notes |

Responsible Sourcing and Value-Chain Impacts

We are reinforcing our value-chain responsibility by expanding local procurement where feasible, thereby lowering transport emissions and improving material traceability. Supplier assessments now place stronger emphasis on environmental compliance and robust waste-management practices.

Commitment to Ongoing Stewardship

We will continue enhancing packaging sustainability, strengthening take-back and end-of-life systems, and deepening customer safety insights. These efforts ensure that every product delivered is supported by responsible design, transparent communication and a lower environmental footprint across its lifecycle.



## Sustainable Innovation Green Chemistry

(GRI 3)

Sustainable innovation is a critical component for us. We focus on developing cleaner, safer and more resource-efficient chemical processes. Our R&D and process engineering teams work together to strengthen operational reliability while reducing the environmental load of reactions, materials and process conditions. This approach ensures that innovation supports both business growth and environmental responsibility.

### Innovation for Efficient and Safer Chemistry

(GRI 3-3)

We continuously refine our reaction pathways and operating parameters to augment yield, reduce inefficiencies and strengthen safety during manufacturing. Process optimisation work includes continuous flow reaction steps, tightening control over process stability and improving conversion efficiency. This supports consistent quality and helps minimise the formation of unwanted residues.

Key enhancements include optimising reaction conditions to minimise by-product formation, improving batch consistency and process stability, strengthening advanced process control through DCS-enabled monitoring, and maintaining safer operating envelopes that reduce variability and enhance overall manufacturing reliability.

### Green Chemistry Alignment

Our innovation strategy aligns with widely accepted green chemistry principles that support cleaner and more responsible production. While we do not hold any specialised green chemistry certifications, our ongoing initiatives reflect foundational concepts, such as prevention, efficiency and safer conditions.

### How We Embed Green Chemistry Concepts

- Prevention through minimising waste generation at source
- Efficient use of raw materials and process solvents
- Safer reaction conditions wherever technically feasible
- Lower environmental load through controlled process emissions

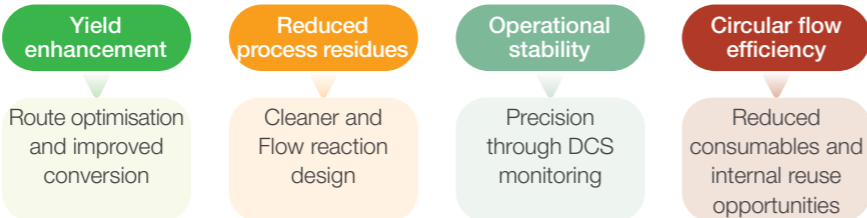
These principles guide decision-making in process design and scale-up activities.



### Cleaner Processes through Operational Improvements

Cleaner manufacturing represents a central aspect of our process innovation. We continue to work towards improving chemistry routes, refining utility integration and reducing material losses. This includes enhancing solvent utilisation, improving in-process checks to avoid off-spec production and designing smoother batch transitions that require fewer cleaning steps.

#### Process Improvement Snapshot

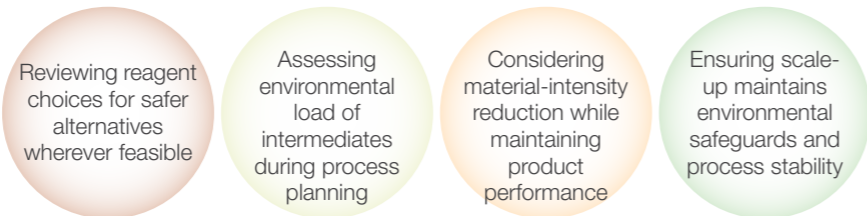


These efforts contribute to cleaner, more controlled and more resource-efficient operations without overlapping with the circularity or energy sections.

### Responsible Chemistry Development

When developing new products or modifying existing ones, we integrate sustainability considerations early in process development. This ensures that decisions regarding raw materials, intermediates and operating parameters remain aligned with safety and environmental expectations

#### Key Elements of Responsible Chemistry Design



This section remains distinct from product safety and packaging topics by focusing only on chemistry and process innovation.

## Supply Chain Environmental Standards and Audits

(GRI 2, GRI 3, GRI 308, GRI 414)

Our supply chain play a critical role in the environmental and social footprint of our products. We prioritise responsible procurement, transparent expectations, and supplier-level ESG performance to ensure that materials, intermediates and services entering our value chain meet the standards expected of a global specialty chemical manufacturer. This approach combines policy, due diligence, audits, training and performance tracking to build a more resilient, ethical and environmentally responsible supply network.

### Supplier Code of Conduct: Setting Clear ESG Expectations

(GRI 2-6, 308-1, 414-1)

All suppliers are required to comply with the Acutaas Supplier Code of Conduct, which outlines minimum expectations across environmental management, labour rights, workplace health and safety, business integrity, data privacy and ethical business conduct. The Code forms part of supplier contracts and is reviewed during onboarding and periodic assessments.

#### KPI

Suppliers in agreement with Supplier Code of Conduct

100% 100% 100%

Integration of ESG clauses in supplier contracts

100% 100% 100%

● FY 2022-23  
● FY 2023-24  
● FY 2024-25



## Supplier ESG Assessments and Audits

(GRI 308-2, 414-2)

To ensure responsible material sourcing, we also conduct structured **ESG assessments and audits** across our supplier base. The process begins with an **off-site ESG questionnaire**, through which suppliers are evaluated on key dimensions, such as:

- Environmental performance: emissions, waste, water and pollution controls
- Labour rights and working conditions
- Anti-corruption and ethical business practices

- Data privacy and information security
- Health, safety and emergency preparedness

Based on responses and risk profiling, suppliers are categorised by criticality and ESG risk. High risk and strategic suppliers are then prioritised for deeper sustainability assessments by trainings or discussion meetings.

- Environmental systems, including effluent and emission management
- Implementation of safe waste handling and pollution prevention measures

- Worker safety practices, labour conditions and grievance mechanisms
- Business integrity controls and anti-corruption safeguards
- Data privacy and cyber security controls for digital critical suppliers

Moderate risk suppliers are covered through document-based assessments, follow up clarifications and where required, targeted visits. Assessment results are used to update supplier risk profiles, agree Corrective Action Plans (CAPs) and, in case of persistent non-compliance, reconsider business relationships.



### KPI

Suppliers covered by sustainability assessment

18%

22%

30%

- FY 2022-23
- FY 2023-24
- FY 2024-25

## Supplier Training and Procurement Capability Building

(GRI 2-6, 3-3)

We strengthen supplier ESG maturity through focused training and capacity building. Suppliers receive guidance on environmental compliance, waste and emissions management, labour rights, anti-corruption practices, safe workplace systems and data privacy expectations. The procurement team is also trained on responsible sourcing, ESG screening and ethical supplier selection. Together, these efforts ensure that suppliers and internal teams remain aligned with our sustainability standards.

### Training KPIs

### KPI

Procurement staff trained in sustainable procurement (%)

80%

90%

100%

- FY 2022-23
- FY 2023-24
- FY 2024-25

## Supplier Performance Evaluation and Recognition

(GRI 308-2, 414-2)

Supplier ESG performance is integrated into our procurement decision-making. Improvement plans are developed for non-compliant suppliers, and repeat non-compliance may lead to disqualification. We also recognise and encourages high-performing suppliers through ESG Excellence Certificates, supporting positive competition and higher supply-chain standards.

## Responsible Sourcing for Lower Environmental Footprint

(GRI 2-6, 308-2, 414-2)

We integrates environmental considerations into procurement decisions to reduce the upstream footprint of our value chain. This includes evaluating:

- Supplier emissions controls and pollution-prevention systems
- Effluent and hazardous-waste handling practices
- Resource efficiency measures at supplier facilities
- Ethical labour conditions and safe workplaces
- Robust anti-corruption systems and grievance mechanisms
- Supplier-level data privacy and secure information practices

These requirements help ensure that our supply chain aligns with our sustainability commitments and enhances our long-term resilience.

## Strengthening the ESG Maturity of the Value Chain

Our aim is to continuously advance supply chain sustainability by:

- Expanding ESG assessments across a larger supplier base
- Increasing on-site audit frequency for high-risk categories
- Enhancing supplier capability through joint improvement plans
- Integrating ESG performance into annual procurement reviews
- Strengthening data privacy and responsible information-sharing standards
- Increasing traceability of environmental and social performance data across the chain

These initiatives ensure that we build a responsible and future-ready value chain that supports global expectations for ethical sourcing and environmental stewardship.



## Reinforcing Our Commitment to Our People

# Creating Shared Value

### Occupational Health and Safety (OHS)

We maintain a workplace safety framework aligned with ISO 45001 and guided by the Plan-Do-Check-Act (PDCA) cycle. This systematic approach ensures proactive hazard management while driving continuous improvement across all operating sites.

(GRI 403: Occupational Health and Safety)

### ISO 45001 Certified Safety Framework and Governance

The OHS Management System is overseen by a corporate governance body comprising EHS leadership and plant management, which evaluates incident data and aligns safety commitments across functions. At the site level, Health and Safety committees encourage employee participation through regular inspections and targeted awareness initiatives.

(GRI 403-1, 403-4)

### PDCA Model for Safety Excellence

We integrate the PDCA model to effectively adapt to evolving operational variables.

(GRI 403-1)



### Hazard Identification and Risk Control

Structured risk assessments address chemical exposure, equipment usage and ergonomic factors. We manage mechanical risks through routine inspections, while chemical hazards are managed through segregated storage and ventilation. In addition, employees use internal reporting mechanisms to identify and report unsafe conditions.

(GRI 403-2, 403-5)

### Preventive Controls and Safe Work Practices

Engineered systems and protective barriers are in place to reduce exposure to hazardous substances. Further, ergonomic guidelines and noise monitoring protocols, supported by mandatory hearing protection in high-decibel areas, safeguard employee health.

(GRI 403-3, 403-7)

### Emergency Preparedness and Response

Each site follows a documented Emergency Action Plans that cover fire, chemical spills and medical emergencies. Trained response teams conduct annual mock drills to validate evacuation procedures, response readiness and communication protocols.

(GRI 403-3)

Over the past **three years**, there had been **zero major work-related incidents** as well as **no days lost due to injuries or ill health**.



| PLAN  | DO   | CHECK   | ACT  |
|---|--|---|--|
| <ul style="list-style-type: none"><li>Identify hazards</li><li>Assess risks</li><li>Define safety requirements</li><li>Set annual OHS objectives</li><li>Allocate resources</li></ul> | <ul style="list-style-type: none"><li>Implement safety controls</li><li>Deliver safety trainings</li><li>Ensure PPE usage</li><li>Conduct routine inspections</li><li>Follow safe work practices</li></ul> | <ul style="list-style-type: none"><li>Monitor compliance</li><li>Review incident data</li><li>Analyse near-misses</li><li>Conduct internal audits</li><li>Track safety KPIs</li></ul> | <ul style="list-style-type: none"><li>Implement corrective actions</li><li>Strengthen engineering controls</li><li>Update safety procedures</li><li>Integrate learnings into systems</li><li>Improve overall OHS performance</li></ul> |

### Safety Training and Competency Development

All employees undergo frequent safety training covering chemical safety, first aid and emergency response. Employees in high-risk roles receive task-specific refresher training, while supervisors are trained in root-cause analysis to build safety leadership and accountability.

(GRI 403-5, 403-7)

### Employee Health and WellBeing

We provide annual medical check-ups and occupational health monitoring. In FY 2024-25, we conducted a workplace stress assessment to enhance psychological safety and further bolster well-being initiatives.

100%

Completion of health and safety training for the last three consecutive years

(GRI 403-6, 403-10)

### Diversity, Equity and Inclusion

At Acutaas, we believe that diversity, equity and inclusion (DEI) are integral to our culture. We strive to ensure that every individual—regardless of gender, background, identity or ability—experiences a supportive and inclusive workplace that enables personal and professional growth.

(GRI 3, 404, 405, 406)

Our DEI approach is based on three core commitments

- 1 Equal opportunity in recruitment, development and reward practices
- 2 A safe and respectful workplace, free from discrimination and harassment
- 3 Support for under-represented and vulnerable groups within our workforce

### DEI Performance Snapshot

The following indicators reflect workforce diversity performance over the past year.

4.43%

Gender ratio  
(organisational front)

50%

Gender ratio from past three consecutive year  
(key managerial level)

25%

Gender ratio from past three consecutive year  
(Board of Directors)

### Safe, Respectful and Harassment-Free Workplace

We are committed to fostering a workplace where every employee is treated with dignity and respect, free from harassment and unfair behaviour. The Company has established strict anti-harassment policies supported by confidential grievance mechanisms to enable timely investigations, resolution and protection against retaliation. Employees who experience or report discrimination or harassment have access to support systems, including HR assistance and counselling resources where appropriate. These measures reinforce a safe, respectful and inclusive working environment.

(GRI 406-1)

Over the past **three** years, we have recorded **zero** reported complaints of discrimination or sexual harassment.



### DEI Policy, Governance and Zero Tolerance for Discrimination

At Acutaas, we maintain a formal DEI framework that prohibits discrimination based on gender, caste, religion, disability or socio-economic background. The framework outlines clear remediation procedures for individuals facing discrimination or harassment and establishes expectations for wage equality, fair career progression and inclusive decision making. DEI performance is overseen by HR and senior leadership, who monitor workforce trends, grievance outcomes and wage equity to ensure accountability and consistent implementation of DEI principles across the organisation.

(GRI 405-1, 406-1)

### Building an Inclusive Culture

For us Inclusion is a critical aspect of our culture. We prioritise it across the entire employee lifecycle, supported by targeted actions at each stage.

(GRI 404-2, 405-1)

### Recruitment and hiring

Inclusion is strengthened from the outset through structured recruitment processes designed to minimise bias and actively encourage applications from women and persons with disabilities, ensuring equitable access to employment opportunities.

### Development and progression

Career development is guided by fairness, transparency and equal opportunity. Career advancement decisions are merit-based and monitored to ensure transparency. Dedicated mentorship programmes support the professional growth of women employees, enabling equal access to career progression based on merit and performance.

### Support for minorities and vulnerable groups

Beyond hiring and promotion, we nurture a positive culture by ensuring that minority and vulnerable groups feel valued and supported in their day-to-day work environment. Through awareness initiatives, progressive leadership practices and supportive workplace policies, we actively promote inclusion. Affinity and support groups provide safe spaces for employees to share experiences, seek guidance and build a sense of belonging across the organisation.



### Awareness, Training and Leadership on DEI

Awareness and capability-building are central to sustaining our work culture. We direct our focus towards:

- DEI training for all employees
- Leadership sessions on inclusive management and DEI
- Regular communications on anti-harassment and discrimination policies

These initiatives help employees understand behavioural expectations and recognise their individual role in nurturing inclusion. Employee feedback is periodically reviewed to refine recruitment practices, strengthen leadership behaviours and inform future DEI initiatives, ensuring that we continue to evolve and strengthen our inclusive practices.

(GRI 404-2)

### Employee Wellbeing, Benefits and Work-Life Balance

At Acutaas, we believe that employees thrive when their physical, emotional and economic needs are respected. Our approach to employee wellbeing focuses on fair compensation, a supportive and healthy work environment as well as mechanisms that ensure employee voices are heard and acted upon.

(GRI 3, 401, 402, 403, 405, 406)

### Fair Wages, Transparency and Social Protection

We ensure 100% compliance with statutory benefits, including provident funds and health insurance. Wages meet or exceed statutory minimums, and overtime is compensated transparently in line with legal norms.

Employees are regularly informed about wage structures, overtime rules, benefit entitlements and any revisions to remuneration processes.

(GRI 401-2, 202-1)

### Health, Wellness and Mental Wellbeing

We promote employee health through preventive care, medical support and wellness initiatives. Key sites have on-site medical officers providing immediate care, while wellness workshops focus on fatigue management and stress reduction.

(GRI 403-6)

**In FY 2024-25, we conducted a workplace stress assessment to understand mental health requirements and enhance support programmes.**

### Work-Life Balance and Supportive Work Arrangements

We recognise the importance of maintaining a balance between work and personal life. Structured shift cycles and monitored working hours help reduce fatigue, while overtime is tracked and compensated appropriately. Flexible work arrangements are available to accommodate personal responsibilities or emergencies, ensuring employees can manage both professional and personal commitments effectively.

(GRI 401-3)

### Employee Voice, Feedback and Grievances

Open communication is central to our well-being approach. Confidential grievance channels allow employees to raise concerns regarding facilities or working conditions. All cases are reviewed impartially and promptly, with strict protection against retaliation. Insights from employee feedback and surveys are used to enhance work environments, shift planning, amenities and HR support processes.

(GRI 402-1, 406-1)

### Inclusion of Vulnerable and Marginalised Groups

We ensure that wellbeing initiatives, medical benefits and support systems are accessible to all employees, including vulnerable or marginalised groups. Health services, leave benefits, wellness programmes and safety resources are provided uniformly, without any distinction based on economic or social background. Policies, communication and support channels are reviewed periodically to ensure diverse employee needs are recognised and integrated into wellbeing programmes.

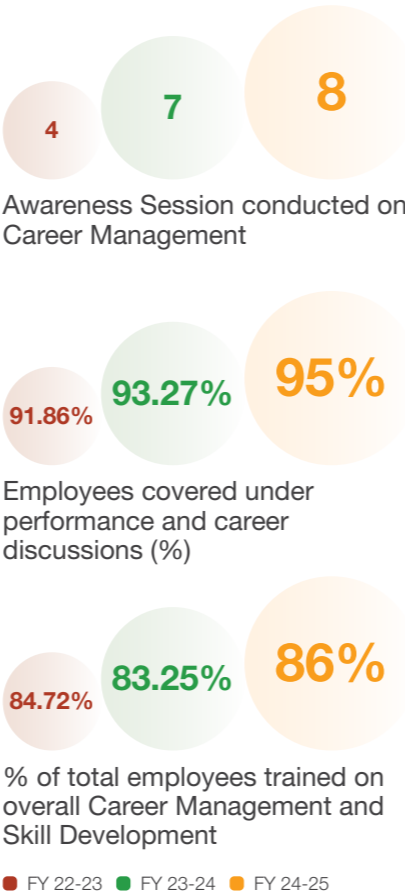
(GRI 405-1, 401-1)

### Learning, Skill Development and Career Pathways

Learning is crucial to building capability and preparing our workforce for the future. We implement a structured learning framework designed to bridge skill gaps and equip employees with skills and knowledge to meet evolving industry demands.

(GRI 404)

### Learning and Development KPIs



### Our Learning Framework

Annual development plans are co-created by HR and functional leaders. These plans identify skill gaps, operational requirements and employee development needs, ensuring that learning opportunities are relevant and accessible across all levels of the organisation.

(GRI 404-1)

### Technical and Functional Skills

Training on technical and functional skills are provided across production, quality, R&D and engineering teams. Topics include process knowledge, equipment handling, regulatory compliance and problem solving. Learning combines classroom instruction with practical, on-the-job experience.

(GRI 404-2)

### Behavioural and Leadership Development

We place significant emphasis on behavioural skills, including collaboration, communication and decision-making. Leadership programmes for supervisors and emerging leaders focus on people management and effective strategy development, supporting smooth career transitions and long-term growth.

(GRI 404-2)

### Career Pathways and Internal Growth

Employees participate in structured performance discussions that highlight achievements, development areas and career aspirations. Internal job postings promote cross-functional mobility, while targeted development and leadership exposure support high performers in achieving their career goals.

(GRI 404-3)

### Strengthening Future Capabilities

We are expanding our learning ecosystem to include digital learning, enhanced technical training and structured leadership pathways. Future priorities include role-based certification programmes, enhanced manager coaching skills and broader access to skill development tools. These initiatives ensure that we build an agile workforce, equipped for the evolving demands of the industry.

(GRI 3-3)

### Policy Framework and Governance

At Acutaas, we govern Labour and Human Rights through a set of dedicated policies, including



Oversight of these commitments rests with senior management and the HR function, which monitor compliance with statutory labour laws and internal policies.

(GRI 3-3)





### Labour Practices, Freedom of Association and Human Rights

We remain committed towards upholding fair labour practices, safeguarding human rights and fostering a workplace built on dignity, respect and lawful employment. Our approach aligns with Indian labour legislation and internationally recognised human rights principles, ensuring ethical standards across all operations.

(GRI 3, 401, 402, 406, 407, 408, 409, 414)

### Fair Labour Practices and Responsible Wages

We ensure compliance with Indian labour laws governing employment terms. Wages and benefits meet or exceed statutory requirements, with overtime compensated according to regulations. We conduct living wage benchmark analysis to ensure compensation practices remain fair, competitive and aligned with responsible labour standards.

Measures reinforcing fairness include

- No engagement of child or forced labour
- Equal access to employment opportunities
- Transparent communication of work conditions
- Safe recruitment practices and protection of personal documents

(GRI 401 1, 401 2, 202 1)

**Nil**

Direct employees have been paid below a living wage in last three years

### Freedom of Association and Collective Bargaining

We respect every employee's legal right to form or join worker associations and participate in collective dialogue.

Collective bargaining covers key topics such as



Health and safety



Discrimination and respectful conduct



Wages and responsible compensation practices



Working hours, overtime norms and leave structures



Career management and fair access to opportunities

Employees or their representatives are informed in advance of significant operational changes, ensuring transparent labour relations.

(GRI 402 1, 407 1)

**100%**

Workforce are free to elect member representatives and be covered by formal collective agreements addressing safety, wages and working hours, following the same process consistently over the last three consecutive years

### Human Rights in the Workplace

We adhere to the internationally accepted human rights standards, integrated into daily operations. We strictly prohibits



Child labour



Forced, bonded or involuntary labour



Trafficking or coercive recruitment



Discriminatory or abusive treatment

(GRI 406 1, 408 1, 409 1)

**100%**

Of employees trained on human rights consistently over the past three years

### Labour Rights Grievance Mechanisms and Access to Remedy

We maintain established grievance channels for employees to raise concerns. These systems ensure confidentiality, protection from retaliation and fair investigation. Concerns may be reported through HR, line managers, employee representatives or the formal grievance portal.

Every grievance follows a structured remediation process, including monitoring the effectiveness of remedies to ensure full closure and to prevent recurrence. Insights from grievances are used to strengthen policies, awareness and responsible labour practices across the organisation.

(GRI 2 25, 406 1)

### Upholding Labour and Human Rights in the Value Chain

We expect suppliers and contractors to adhere to responsible labour practices consistent with Indian labour laws and our ethical standards. The Supplier Code of Conduct specifies requirements including

- Prohibition of child and forced labour
- Respectful working conditions
- Fair treatment and responsible employment practices

Suppliers are encouraged to maintain lawful wages, safe working environments and non-discriminatory practices. Labour and human rights clauses are included in supplier agreements and reviewed during assessments and engagements. This approach ensures responsible labour practices across the value chain.

(GRI 414 1, 414 2, 408 1, 409 1)

### Continuous Improvement

We continuously strengthen labour and human rights practices by monitoring regulatory developments, reviewing policy implementation and engaging regularly with employees and representatives. Future priorities include enhanced monitoring, improved communication on employee rights and strengthened responsible labour practices.

(GRI 3 3)



## Corporate Social Responsibility

# Empowering Communities and Transforming Lives

At Acutaas, Corporate Social Responsibility is an integral part of our business processes. We bridge gaps for marginalised communities by supplementing government initiatives and investing in sustainable development across rural India.

### Numbers that Matter

**20+**  
Impactful CSR Programmes

**7,000+**  
Lives Impacted Across Gujarat & Beyond

**100%**  
Beneficiaries from Vulnerable & Marginalised Groups

**3/3**  
CSR Committee Meetings Conducted

**100%**  
Attendance and Oversight in Committee Meetings

### Our Strategic Pillars



### Community Engagement, CSR Programmes and Social Investments

We are committed to supporting the social and economic well-being of communities around our operations. Our CSR initiatives are aligned with the Companies Act, 2013, and aim to create measurable social impact in areas surrounding our operational sites.

(GRI 3, 201, 203, 413)

### CSR Philosophy and Governance

CSR activities are implemented in accordance with our CSR Policy and Schedule VII of the Companies Act, 2013.

Oversight is provided at the Board level, with responsibilities including

- Reviewing and approving the annual CSR plan
- Monitoring the utilisation of CSR funds
- Ensuring projects comply with legal and policy requirements
- Reviewing CSR performance disclosures as part of statutory reporting

CSR activities are carried out directly or through eligible implementation partners, as required by law.

(GRI 3-3, 203-1)

### CSR Programme Areas and Approach

Projects are selected based on statutory requirements and our CSR policy, covering areas such as



Projects are undertaken in and around our operational locations, with emphasis on supporting local communities. When external partners are engaged, due diligence is conducted to ensure compliance with CSR regulations and statutory requirements.

(GRI 203-1, 413-1)

### VOICES OF CHANGE AND SUCCESS

#### FEATURE STORY

#### Championing Excellence: The Journey of Tasnim Mir

Acutaas is proud to be the fuel behind the wings of India's badminton prodigy, **Tasnim Mir**. By sponsoring her intensive training, we are supporting and also investing in India's Olympic dreams.

- **History Created:** Part of the Indian team that clinched the **first-ever medal** at the World University Badminton Championships in Germany.
- **Silver Success:** Proudly brought home the Silver Medal from the prestigious **Abu Dhabi Super 100**.
- **The Next Goal:** Currently training for international circuits in Sydney as she marches toward the Olympics.

### Sector Snapshot

#### Education & Digitisation

Around **800** Students benefited from Digital Classrooms (Smart Boards) at Sanskardeep Vidhyalya.

**920+** Youth received enhanced educational opportunities through the Bhavani Trust.

**500+** Tribal and Special Needs Students received uniforms, books and study kits across Navsari and Dang districts.

**120** Aspirants provided free coaching for competitive examinations (GCSA Foundation).



Acutaas's consistent support has been a cornerstone of my daughter's journey toward the Olympics. Their encouragement was vital to her success at the Abu Dhabi Super 100 and continues to fuel her international aspirations.

Tasnim Mir's Father

## RURAL DEVELOPMENT & WOMEN EMPOWERMENT

Building self-reliant communities in tribal heartlands.

550

Women empowered through rehabilitation and development programmes with Sewa Nyaya Foundation and Gujarat Vanvasi Kalyan Parishadndation.

## 'One Teacher School'

Supporting education in the most remote tribal areas of Gujarat.

1,100+

Beneficiaries reached through various Community Development Projects focused on basic infrastructure and livelihood.

## OUR PARTNERS IN PROGRESS

Collaborating with trusted NGOs to ensure 100% compliance and maximum grassroots impact.

### Education and Skill Development

- **Bhavani Educational Charitable Trust:** Enhancing educational opportunities for underprivileged children and youth.
- **Sanskardeep Trust (Sanskardeep Vidhyalya):** Digitisation of education through the installation of Smart Boards and digital classrooms.
- **GCSA Foundation:** Providing free coaching and guidance for financially deserving candidates appearing for competitive examinations.
- **Friends of Tribals Society:** Implementing the 'One Teacher School' project in tribal areas of Gujarat.
- **Shree Ranchhodraiji Education Society:** Provided infrastructure support, including the establishment of chemistry laboratories in schools.
- **G.K. Naik Deaf and Dumb School (Kachholi, Navsari):** Providing study kits, uniforms, and sports accessories to specially-abled children.
- **Kasturba Gandhi Girls Hostel (KGBV):** Supporting residential schools for disadvantaged girls in tribal areas of the Dang district.



## Healthcare & Preventive Care

- **Samast Patidar Aarogya Trust:** Providing free medical treatments, organising medical camps, and strengthening healthcare infrastructure.
- **Pradhan Mantri TB Mukta Bharat Abhiyan (Ni-Kshay Mitra):** Collaboration with the government initiative to support Tuberculosis patients with nutrition and health kits.



## Environment & Sports

- **Centre for Science & Environment (CSE):** Conducting environment awareness activities in schools.
- **Sports Organisations/Individual Sponsorship:** Direct sponsorship for elite athletes like Tasnim Mir for intensive training and international competitions.



## Rural Development and Women Empowerment

- **Sewa Nyaya Utthan Foundation:** Focusing on women's development, rehabilitation, and social welfare.
- **Dr. Ambedkar Vanvasi Kalyan Trust:** Executing women empowerment and livelihood projects in rural areas.
- **Shree Gujarat Vanvasi Kalyan Parishad:** Focusing on rural development specifically within tribal communities.
- **Shri Swaminarayan Sarvopari Siddhant Digvijay Trust:** Implementing community development projects.

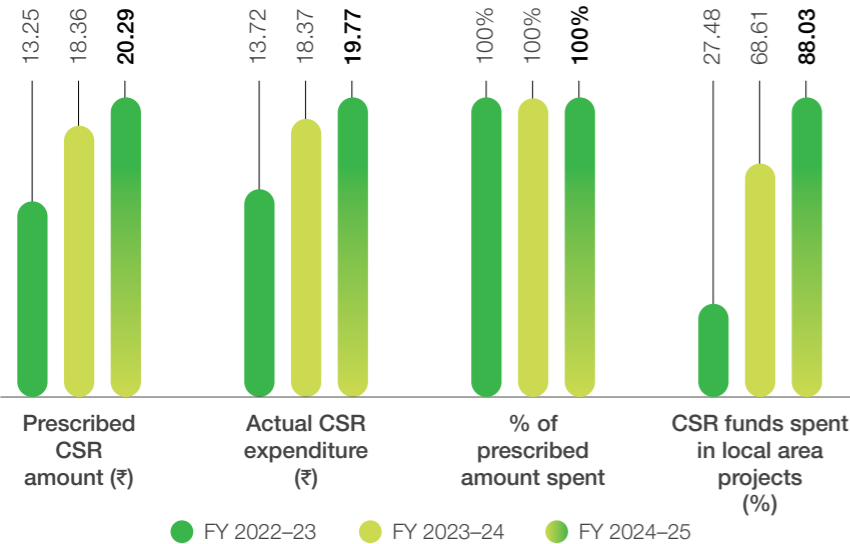


CSR Expenditure and Statutory Compliance

CSR funds are allocated based on the statutory calculation of the average net profits over the previous three financial years. Annual CSR spending is carried out in line with the approved CSR plan and the requirements of the Companies Act, 2013.

(GRI 201-1, 203-1)

CSR Spending Summary (In millions)



Community Engagement Near Operational Areas

Community engagement includes interacting with local stakeholders, understanding their needs and supporting initiatives aligned with statutory CSR areas and community expectations. Acutaas maintains an open, respectful and collaborative approach when engaging with local groups and institutions.

(GRI 413-1)

Measurement, Monitoring and Disclosure

All CSR projects are monitored for compliance, fund utilisation and timely completion. Progress is reviewed internally as part of Board oversight. Details of CSR implementation, funds and utilisation certificates are disclosed annually in the statutory CSR Report included in our Annual Report.

(GRI 203-2, 3-3)

Local Procurement, Livelihoods and Social Impact

Local procurement and responsible supplier engagement are central to how we generate economic value beyond our operational sites. By leveraging our procurement spend, we support local livelihoods and strengthen economic opportunities in the regions where we operate.

(GRI 204, 3, 414, 408, 409, 406)

Equal Opportunity and Supplier Diversity

Supplier evaluation is based on objective criteria and partners are expected to uphold the same respect for equality and fair treatment that we apply internally.

As part of our ESG commitment, a target has been set to ensure women-owned businesses constitute at least 5% of the supplier base by FY 2024-25. This initiative supports under-represented groups and promotes a more inclusive supply chain.

(GRI 414-1, 405-1, 406-1)

Responsible Procurement and Local Value Creation

We prioritise domestic suppliers wherever feasible to support local industry, reduce environmental impact and create suitable opportunities. Supplier selection is based on capability, quality and alignment with our sustainability expectations, ensuring partnerships contribute positively to social and economic development.

(GRI 204-1, 3-3)

Local Procurement

71%

FY 24-25

Spend on local or domestic suppliers as % of total procurement value

Supplier Social Standards on Labour and Human Rights

We communicate social expectations to suppliers through procurement guidelines and engagement, with emphasis on

- Prohibition of child labour
- Prohibition of forced, bonded or compulsory labour and human trafficking
- Fair and safe working conditions
- Respectful workplace behaviour, free from discrimination and harassment
- Compliance with applicable labour laws and wage provisions

These expectations help suppliers integrate responsible labour practices into their day-to-day operations.

(GRI 408-1, 409-1, 414-1, 406-1)

Monitoring and Assessing Supplier Social Performance

Social performance in the supply chain is monitored through periodic supplier assessments. Off-site questionnaires review suppliers' practices on labour rights, human rights, non-discrimination and workplace conduct. Responses are analysed to identify gaps, assess risks and determine areas requiring engagement or improvement.

Where concerns or inconsistencies are identified, suppliers are required to clarify practices or strengthen controls. This ongoing process ensures that the supplier base aligns with Acutaas' ESG expectations and mitigates social risks in the value chain.

(GRI 414-1, 3-3)

Supplier Social Assessment Indicators

| FY 22-23 | FY 23-24 | FY 24-25 |
|----------|----------|----------|
| 18 %     | 22 %     | 30 %     |

Livelihoods and Social Impact Through the Value Chain

By engaging local suppliers, promoting women-owned businesses and supporting partners in strengthening labour and human rights practices, we extend our social impact beyond the direct workforce. Supplier relationships generate employment in logistics, raw material production, packaging, maintenance and services in regions linked to our operations.

Looking ahead, we plan to enhance visibility of our supply chain's social footprint by improving data on local procurement, tracking supplier diversity progress and expanding the coverage of social assessments over time.

(GRI 203-1, 204-1)



## Chemistry of Leadership

# The Architecture of Trust and Accountability

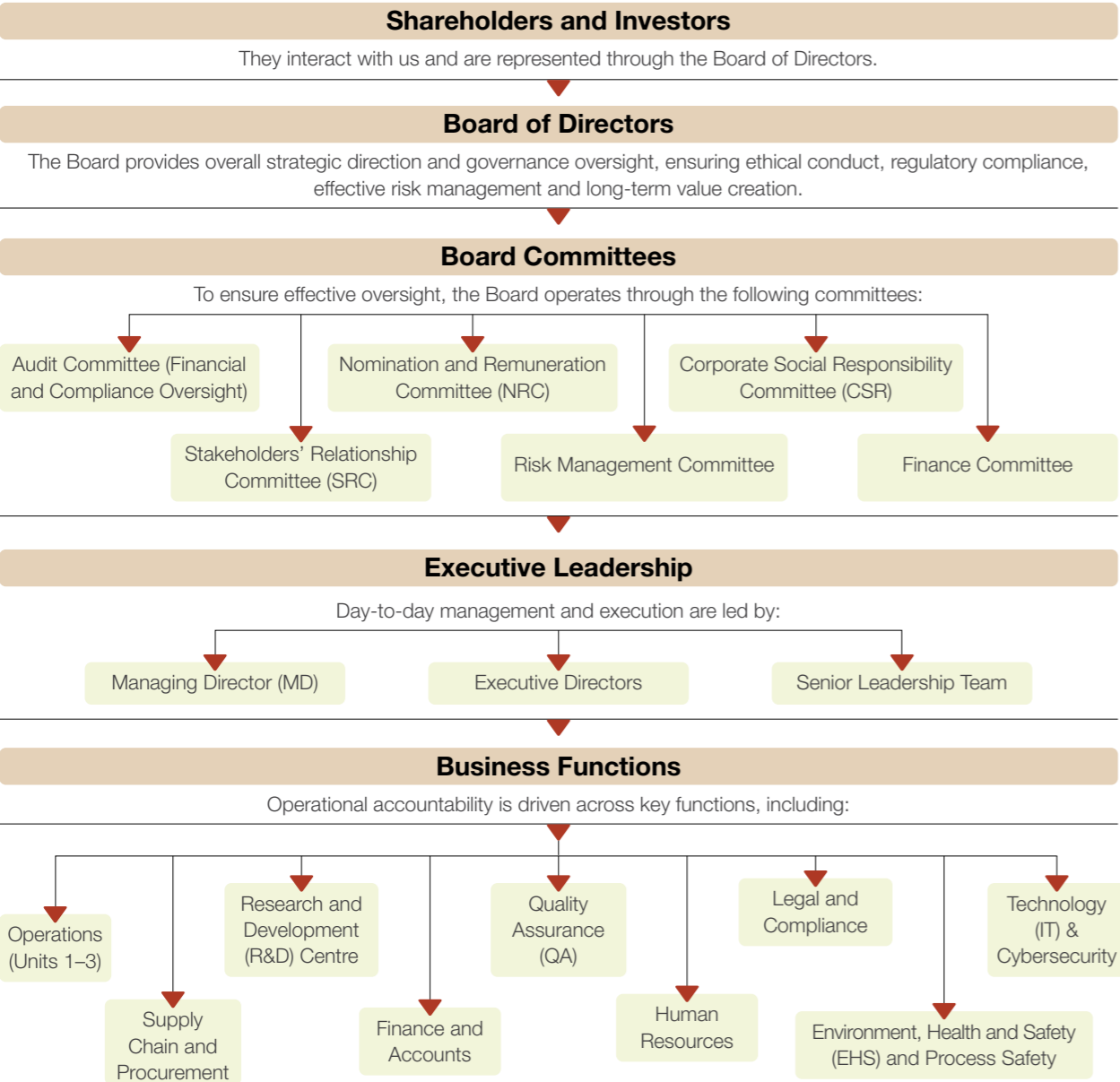
### Governance Philosophy

For us, governance remains the bedrock of our long-term value creation, safeguarding stakeholder interests and ensuring responsible growth.

We do not view it merely as a compliance requirement but as a core driver of transparent decision-making and sustainable value creation. Our governance philosophy is anchored in integrity, accountability, transparency and ethical leadership. These principles shape our strategic direction, shape our approach to risk management, reinforce our commitment to ethical conduct and ensure alignment with global sustainability standards.

### Corporate Governance Structure

We follow a structured governance architecture that clearly defines roles, responsibilities and accountability across all levels of the organisation.



### Board Responsibilities

Board responsibilities span the following dimensions:



#### Strategic Oversight

- Approves long-term growth and value-creation strategies.
- Guides expansion into advanced chemistries.
- Oversees innovation priorities and capital allocation.
- Ensures strategic decisions are aligned with sustainable and responsible operations.



#### Financial Oversight

- Reviews budgets, financial performance and the effectiveness of internal controls.
- Evaluates major investments, including renewable energy, new technological advancements, energy-efficiency and safety infrastructure.
- Ensures financial discipline and prudent stewardship of resources.



#### Operational Oversight

- Oversees manufacturing reliability, operational efficiency and regulatory compliance.
- Monitors adherence to GMP, PMDA and ISO standards.
- Reviews initiatives related to energy efficiency, water stewardship, waste management and cleaner production.



#### Risk Oversight

- Reviews enterprise-wide risks, including chemical safety, supply chain disruptions, regulatory developments and climate-related risks.
- Ensures effective business continuity and emergency preparedness.
- Oversees the implementation of a structured Enterprise Risk Management (ERM) framework.



#### Ethics, Conduct and Compliance Oversight

- Upholds the Code of Conduct and anti-corruption standards.
- Oversees whistle-blower mechanisms and conflict-of-interest controls.
- Ensures compliance with applicable laws, regulations and ethical standards.



#### People and Leadership Oversight

- Reviews workforce safety, leadership development and social compliance.
- Guides inclusive workplace practices and employee skill development.
- Supports employee well-being initiatives across all units.



#### Governance Framework Oversight

- Ensures an effective Board composition with appropriate diversity and independence.
- Evaluates the performance and effectiveness of Board committees and governance systems.
- Ensures transparent disclosures aligned with global sustainability and governance frameworks.



A Diverse Portfolio of Skills

A Board of Experience, Diversity and Oversight

Our Board brings together a diverse spectrum of leadership, technical, financial and ESG expertise, strengthening governance and enhancing strategic decision-making.

By combining deep industry experience with strong functional and sustainability-focused skills, the Board ensures that our growth is supported by informed decisions, sound governance and a disciplined approach to risk management, compliance and stakeholder expectations.



**Mr. Nareshkumar Patel**  
Executive Chairman and Managing Director

With over two decades of experience in specialty chemicals and pharmaceuticals, Mr. Nareshkumar Patel guides our strategic agenda and business expansion. He steers innovation, technological advancement and key growth initiatives.

**Committee Role:** Chair – Risk Management Committee Member – SRC, CSR Committee



**Mr. Chetankumar Vaghasia**  
Whole-Time Director

With extensive experience across operations, procurement, people management and supply chain within the specialty chemicals and pharmaceuticals sector, Mr. Chetankumar Vaghasia strengthens our operational efficiency.

**Committee Role:** Chair –QIP, Member - SRC, CSR, Risk Management Committee



**Mr. Virendra Nath Mishra**  
Whole-Time Director

With extensive experience in production, planning, operations and project management, Mr. Virendra Nath Mishra plays a key role in translating our strategic goals into operational out.

**Committee Role:** Member – QIP Committee



**Mr. Girikrishna Maniar**  
Non-Executive Independent Director

Mr. Girikrishna Maniar brings vast experience in finance, costing, investment and corporate governance. As an active member of ESG Committee, he contributes valuable insight to advancing our sustainability goals.

**Committee Role:** Chair – Audit Committee; Member – Nomination and Remuneration Committee QIP Committee, ESG Committee and ESG Committee



**Mr. Hetal Gandhi**  
Non-Executive Independent Director

A seasoned financial strategist, Mr. Hetal Gandhi supports our financial health, robust reporting and governance practices, while offering strategic insights into management and financial oversight.

**Committee Role:** Chair – Nomination and Remuneration Committee; Member – Audit and QIP Committee

- Leadership and Strategy
- Industry and Technical Expertise
- Risk Management and Governance
- Finance and Banking
- Global Business Experience
- Operations, Technology and Markets
- Sustainability and ESG Understanding
- Stakeholder and CSR Insight



**Mr. Ram Mohan Lokhande**  
Whole-Time Director

With extensive experience in production, planning, operations, and project management, he helps bring our strategic goals to reality.

**Committee Role:** Chair – ESG Committee; Chief Risk Officer -Risk Management Committee



**Mrs. Richa Goyal**  
Non-Executive Independent Director

Mrs. Richa Goyal specialises in legal affairs, intellectual property rights, compliance and social responsibility, providing strong oversight on governance, ethics and regulatory matters.

**Committee Role:** Chair – CSR & SRC Committee; Member – Audit Committee, Risk Management Committee

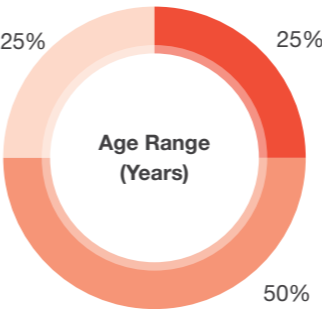


**Dr. Anita Bandyopadhyay**  
Non-Executive Independent Director

Dr. Anita Bandopadhyay brings extensive expertise in leadership development, performance management, HR processes and succession planning, strengthening our leadership framework.

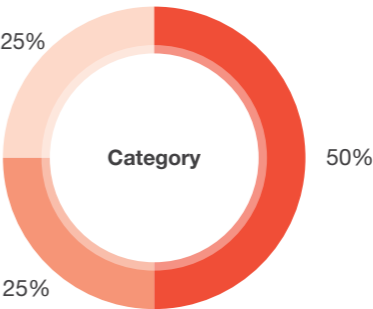
**Committee Role:** Member – Nomination and Remuneration Committee

Board Diversity by Age



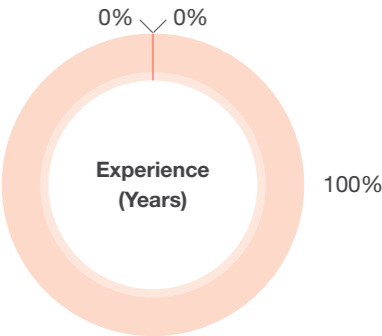
|                              | Count |
|------------------------------|-------|
| ≤50 Years                    | 2     |
| 50–60 Years (or >50 and <60) | 4     |
| ≥60 Years                    | 2     |

Board Snapshot



|                       | Representation (No.) |
|-----------------------|----------------------|
| Total Directors       | 8                    |
| Independent Directors | 4                    |
| Executive Directors   | 4                    |

Board Experience



|              | Percentage (%) |
|--------------|----------------|
| < 5 Years    | 0%             |
| 5 – 10 Years | 0%             |
| > 10 Years   | 100%           |

ESG at the Core

Embedding ESG through Structured Governance

ESG is embedded in the way we plan, operate and grow at Acutaas Chemicals. Our dedicated governance structure, supported by focused Board-level oversight, specialised committees and cross-functional teams, ensures that sustainability priorities are integrated into strategic decision-making and daily operations. This approach enables consistent performance monitoring, transparent disclosures and a unified commitment to responsible growth across the organisation.



ESG Committee

Chairman

Member



Mr. Ram Mohan Lokhande  
Whole Time Director



Mr. Girikrishna Maniar  
Independent Director



Mr. Pratik Thakor  
HoD EHS



Mr. Hemant Patel  
HoD HR



Mr. Uday Desai  
Unit Head - Jhagadia

Key Committee Responsibilities



ESG Targets (Short, Medium, Long Term)

Milestones on Our Sustainability Journey

Short-Term Goals (1 Year)

| Target Area                | Target (This Year)  | FY 2024-25 Progress  |
|----------------------------|---|--|
| Carbon Emissions Reduction | Reduce Scope 1, Scope 2 and Scope 3 greenhouse gas emissions by 25% while increasing the share of renewable energy in our operations. | <ul style="list-style-type: none"><li>10.8 MW solar power plant commissioned.</li><li>5 MW solar capacity added.</li><li>Renewable energy share increased.</li></ul>   |
| Health and Safety          | Strengthen safety systems and expand workforce training.  | <ul style="list-style-type: none"><li>Zero major safety incidents reported.</li><li>11,747 hours safety training delivered.</li><li>Emergency response systems upgraded.</li><li>Stronger ISO 45001 standards implemented.</li></ul> |
| Community Engagement       | Expand outreach initiatives in health and education for local communities.  | <ul style="list-style-type: none"><li>7,162+ CSR beneficiaries reached.</li><li>₹19.77 million invested in CSR initiatives.</li><li>Expanded education and healthcare-focused community projects.</li></ul>                          |

Medium-Term Objectives (2-3 Years)

| Target Area           | Target (This Year)  | FY 2024-25 Progress  |
|-----------------------|---|--|
| Waste Management      | Significantly reduce landfill waste and increase recycling and water reuse.   | <ul style="list-style-type: none"><li>62% of total waste recycled.</li><li>26,133 KL of water recycled.</li><li>ETP/RO technological upgrades implemented.</li></ul>   |
| Governance Excellence | Strengthen governance practices in line with international standards.         | <ul style="list-style-type: none"><li>EcoVadis Platinum status achieved, placing us in the top 1% globally.</li><li>Zero conflict-of-interest cases recorded.</li><li>50% of Board comprises of Independent Directors.</li><li>Enhanced ESG reporting systems.</li></ul> |
| Employee Development  | Expand skill development and leadership capabilities across the organisation. | <ul style="list-style-type: none"><li>11,933 hours of employee training delivered.</li><li>New upskilling modules introduced.</li><li>Leadership development programmes expanded.</li></ul>  |

Long-Term Sustainability Vision


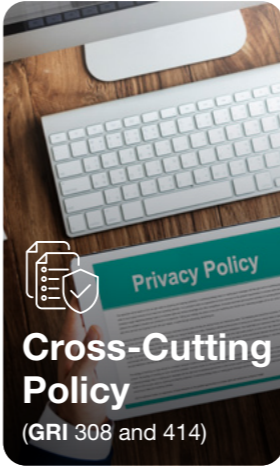
| Long-Term Goal                                   | Target (Long-Term Vision)   | FY 2024-25 Progress  |
|--|---|--|
| Carbon Neutrality by 2050                        | Achieve Net-Zero emissions by 2050 through renewable energy expansion and continuous efficiency improvements. | <ul style="list-style-type: none"><li>Total renewable energy capacity reached 15.8 MW.</li><li>PCF/LCA initiated.</li><li>Energy efficiency upgrades across manufacturing units.</li></ul>             |
| Industry Leadership                              | Maintain leadership in sustainable specialty chemicals.   | <ul style="list-style-type: none"><li>EcoVadis Platinum recognition achieved.</li><li>ISO 50001 standards implemented.</li></ul>   |
| Global Benchmark in Social and Ethical Practices | Be an international benchmark for ethical, transparent and socially responsible practices.                    | <ul style="list-style-type: none"><li>Zero governance lapses recorded.</li><li>CSR outreach expanded to diverse communities.</li><li>Continued alignment with UNGC, GRI and BRSR frameworks.</li></ul> |

Policy Framework

Policies That Govern Responsible Growth

Our policy ecosystem provides the foundation for ethical conduct, responsible operations and transparent governance across the organisation.

| Policy Category ▼   | Policies ▼  | Key Focus Areas ▼   |
|---|---|---|
|  <p><b>Environmental Policies</b><br/>(GRI 302, 303, 305, 306)</p> | <b>Environmental Policy</b>                                     | <ul style="list-style-type: none"><li>• Energy conservation and GHG emissions</li><li>• Transport emissions and air pollution</li><li>• Water management</li><li>• Raw material and chemical handling</li><li>• Sustainable usage practices</li><li>• Waste management and circularity</li><li>• Biodiversity protection</li><li>• Customer health and safety</li><li>• Infrastructure and environmental compliance</li></ul> |
|   | <b>Sustainable Procurement Policy – Environmental Standards</b> | <ul style="list-style-type: none"><li>• Supplier environmental practices</li><li>• Environmental risk screening</li><li>• Chemical handling compliance</li><li>• Waste and emissions-related supplier expectations</li></ul>  |
|  <p><b>Social Policies</b><br/>(GRI 401–407)</p>                 | <b>Social Responsibility Policy</b>                             | <ul style="list-style-type: none"><li>• Health and safety</li><li>• Working conditions</li><li>• Social dialogue and grievance redressal</li><li>• Diversity, equity and inclusion</li><li>• Career development and training</li><li>• Child labour prevention</li><li>• Forced labour and human trafficking</li></ul>  |
|   | <b>CSR Policy</b>   | <ul style="list-style-type: none"><li>• Community investment (education, healthcare, skill development)</li><li>• Inclusive and sustainable development initiatives</li></ul>   |
|   | <b>Whistle-blower Policy</b>                                    | <ul style="list-style-type: none"><li>• Anonymous reporting</li><li>• Zero retaliation protection</li><li>• Independent investigation process</li><li>• Governance-linked escalation mechanism</li></ul>  |
|   | <b>Code of Conduct</b>  | <ul style="list-style-type: none"><li>• Workplace dignity and respect</li><li>• Anti-harassment standards</li><li>• Fair treatment of all employees</li></ul>   |
|   | <b>Sustainable Procurement Policy – Social Criteria</b>         | <ul style="list-style-type: none"><li>• Supplier labour standards</li><li>• Human rights compliance</li><li>• Fair wages, working hours, EHS adherence</li></ul>  |

| Policy Category ▼  | Policies ▼                            | Key Focus Areas ▼  |
|--|---------------------------------------|--|
|  <p><b>Governance Policies</b><br/>(GRI 205, 206, 419)</p> | <b>Ethical Governance Policy</b>      | <ul style="list-style-type: none"><li>• Anti-corruption controls</li><li>• Conflict of interest</li><li>• Anti–money laundering practices</li><li>• Fraud prevention</li><li>• Information governance and confidentiality</li></ul>  |
|  | <b>Code of Conduct</b>                | <ul style="list-style-type: none"><li>• Ethical behaviour expectations</li><li>• Personal integrity and accountability</li><li>• Legal compliance obligations</li></ul>  |
|  | <b>Whistle-blower Policy</b>          | <ul style="list-style-type: none"><li>• Reporting malpractices and violations</li><li>• Independent review and protection</li></ul>  |
|  | <b>Information Security Policy</b>    | <ul style="list-style-type: none"><li>• Confidentiality, integrity and availability of information</li><li>• Cybersecurity governance</li><li>• Data retention and data-handling standards</li><li>• IT access controls and incident response</li></ul>  |
|  | <b>RPT Policy</b>                     | <ul style="list-style-type: none"><li>• Transparency in related-party transactions</li><li>• Arm’s-length evaluation</li><li>• Board oversight</li></ul>   |
|  <p><b>Cross-Cutting Policy</b><br/>(GRI 308 and 414)</p> | <b>Dividend Distribution Policy</b>   | <ul style="list-style-type: none"><li>• Fair, responsible and transparent profit distribution</li><li>• Alignment with long-term value creation</li></ul>  |
|  | <b>Sustainable Procurement Policy</b> | <ul style="list-style-type: none"><li>• Environmental compliance of suppliers</li><li>• Social and labour practices</li><li>• Supplier audits and due-diligence</li><li>• Ethical sourcing of chemicals</li><li>• Responsible material handling</li><li>• Integration into ESG screening</li></ul> |

## Ethics in Action

### Built on Integrity and Trust

Integrity guides every decision we make at Acutaas Chemicals, shaping our organisational character and strengthening stakeholder trust. Our ethics framework is anchored in clearly defined policies, strong oversight and secure reporting mechanisms that ensure responsible, transparent and ethical conduct across the organisation.

### Code of Conduct

Our Code of Conduct forms the foundation of ethical behaviour across the organisation, setting out the standards expected of our Directors, employees and third-party partners.






#### Our Code emphasises:

- 1 Ethical decision-making and honesty
- 2 Respectful and non-discriminatory conduct
- 3 Zero tolerance for harassment or workplace misconduct
- 4 Confidentiality and data integrity
- 5 Fair business practices and compliance with all applicable laws and regulations.

### Anti-Corruption (GRI 205)

We maintain a zero-tolerance approach towards bribery, corruption and fraudulent practices. Our Anti-Corruption Policy outlines preventive controls and ensures compliance with all relevant legal and ethical standards.

#### Key Safeguards Include:

-  Prohibition of bribery, kickbacks and facilitation payments
-  Strict guidelines on gifts, hospitality and entertainment
-  Third-party integrity checks during vendor onboarding
-  Multi-level financial approval systems
-  Monitoring of high-risk transactions
-  Internal audits to identify and address irregularities

## Zero

Reported corruption incidents for three consecutive years

### Conflict of Interest

Our Conflict of Interest (COI) framework ensures that personal interests do not compromise professional judgement. We require mandatory annual declarations and immediate disclosure of any potential conflicts. COI management is aligned with SEBI (LODR) Regulations, 2015 and the Companies Act, 2013 and is jointly reviewed by the Compliance Officer and Human Resources.

## Nil

Unresolved COI cases in FY 2024-25

### Whistle-blower Mechanism

We operate a secure and confidential Whistle-blower Mechanism that allows employees and external stakeholders to report ethical concerns without fear of retaliation. All reported cases are independently reviewed under the oversight of the Audit Committee. The mechanism complies with Section 177 of the Companies Act, 2013 and SEBI (LODR) Regulations and is supported by non-retaliation safeguards and regular awareness programmes.

## Zero

Retaliation cases for three consecutive years

### Supplier Ethics Governance

We promote responsible sourcing through our Sustainable Procurement Policy, which integrates ethical, environmental and social expectations across our supplier network.

#### Supplier Ethics Integration

- Background verification and supplier due diligence
- Anti-corruption and AML screening
- Ethical and compliance clauses in supplier agreements
- Monitoring of high-risk supplier categories
- Clear communication of compliance expectations throughout the supply chain

### Ethics Training metrics

Building and sustaining an ethical culture requires continued learning. We deliver structured training programmes covering ethics, anti-corruption, fraud prevention, whistle-blower mechanisms and responsible business conduct.

## 100%

Of employees trained on ethics for three consecutive years



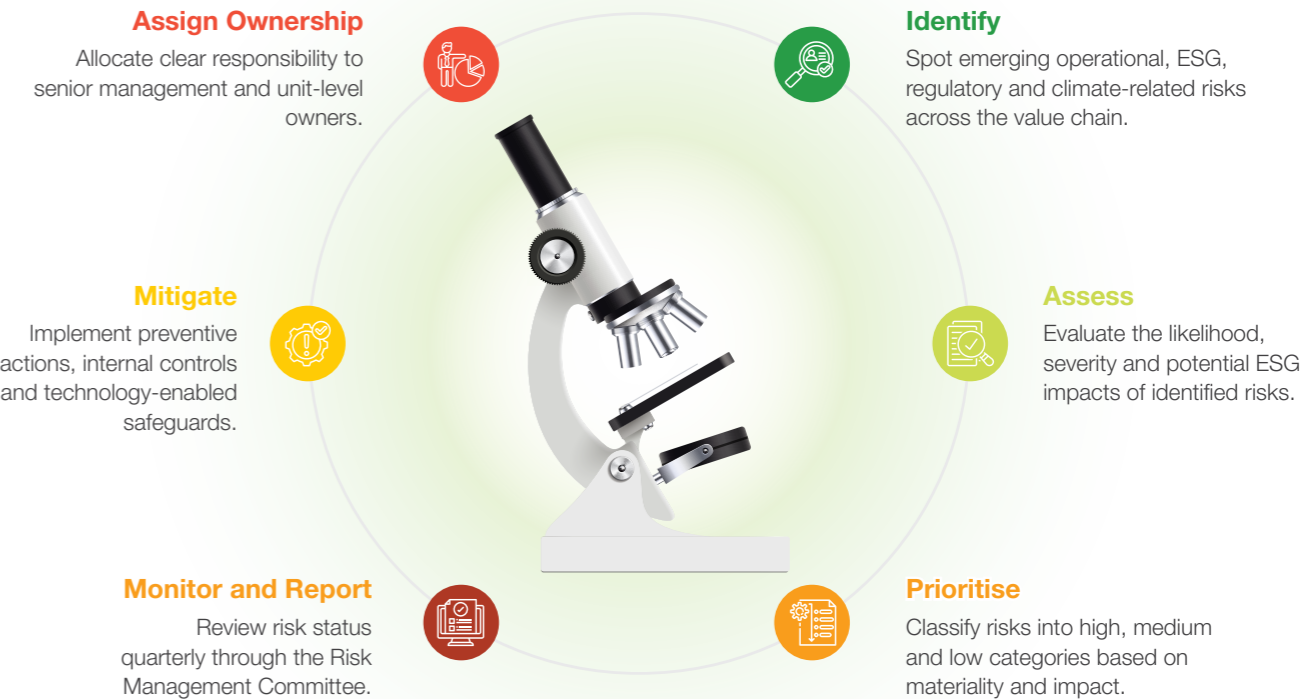
## Managing What Matters

### Anticipating Risk, Building Resilience

#### ERM Framework

Aligned with ISO 31000, our ERM framework integrates ESG, operational and strategic risk dimensions into a unified governance structure. It enables us to identify, assess and manage risks proactively, while supporting informed decision-making and long-term resilience.

#### Core Elements of the Framework



Risk Categories



Internal Controls

Our internal control framework ensures accuracy, accountability and compliance across the value chain.

Internal Control Elements

- 1/ Standard Operating Procedures (SOPs) and documented workflows
- 2/ Maker-checker systems
- 3/ Procurement and vendor due diligence
- 4/ Automated process monitoring
- 5/ Access controls and digital audit trails
- 6/ Preventive maintenance and inspection programmes
- 7/ Controls for chemical storage, handling and transportation

Audit and Compliance Oversight

Our Internal Audit team conducts structured, risk-based audits covering operational compliance, financial controls, EHS and ESG adherence, cybersecurity and data management, as well as procurement and supply-chain integrity. Audit findings, along with recommended corrective actions, are reviewed with the Audit Committee.

Business Continuity and Emergency Response

We have implemented a range of preventive measures, including enhanced process safety protocols, renewable energy and efficiency initiatives, advanced environmental monitoring, anti-corruption and safety training, as well as dual sourcing for critical inputs. Our emergency preparedness framework includes unit-specific response plans, regular fire and chemical spill drills, and real-time safety monitoring systems. Business continuity is supported through backup utilities, equipment redundancy, crisis communication protocols and annual continuity simulations.

Securing Digital Frontier

Secure, Responsible, Compliant

Data Governance Framework

Our data governance structure ensures that information collected and managed across the organisation is secure, accurate and used responsibly. It establishes clear accountability, robust controls and transparent practices to support compliant and ethical data management.

Key Components



Data Ownership and Accountability

We assign designated data custodians with each functional unit, including Human Resources, Finance, Supply Chain, Quality Assurance and EHS, who are responsible for secure handling, data accuracy and authorised use.



Data Lifecycle Management

We follow a documented Data Retention Schedule that defines how operational, customer and vendor information is stored, archived and disposed of in line with regulatory and business requirements.



Data Quality and Accuracy Controls

We conduct periodic verification of digital records supported by approval workflows and automated validation checks to improve the integrity of operational and compliance-related data.



Stakeholder Consent and Confidentiality

Our customer and supplier agreements include confidentiality and data-protection clauses. We follow consent-based processing for employee and stakeholder information in line with evolving Indian data privacy norms.

Cybersecurity Controls

We implement a layered cybersecurity framework that integrates preventive, detective and corrective controls to safeguard manufacturing systems, corporate IT environments and communication channels.

Core Security Measures

Endpoint Protection

Licensed antivirus and endpoint security tools are deployed to prevent malware, ransomware and cyber threats.

Drive Encryption

Encryption of sensitive data on devices to prevent unauthorised access or data loss.

Firewall and Network Security

Multi-layer firewalls to monitor, filter and control network traffic to safeguard IT infrastructure.

Cloud-Based Mail Server

Secure, cloud-hosted email infrastructure to reduce risks from phishing and data interception risks.

Secured File Transfer (FTP)

Encrypted channels are used for sharing customer, audit, laboratory and vendor data.

Password and Access Controls

Role-based access controls and periodic password updates to minimise the risk of misuse.



Risk Assessments

We conduct structured information security risk assessments to identify and mitigate vulnerabilities across our digital systems. During FY 2024-25, internal and third-party audits evaluated access controls, network security, remote communication tools and third-party risks. Findings were reviewed by management, with corrective actions implemented in a timely manner.

Data Privacy

We adhere to stringent data privacy guidelines by collecting only essential information and safeguarding it through encryption and controlled access. The Company has achieved certification of ISMS 27001 (Information Security Management System) one of the leading

international standard for establishing, implementing, maintaining and continuous improvement. Our data-handling practices are transparent and aligned with applicable national regulations and customer contractual requirements, ensuring responsible digital governance.

Third-party Due Diligence

We extend strong data-protection controls across our vendor ecosystem by assessing security practices during onboarding and embedding confidentiality obligations within our Supplier Code of Conduct. High-risk partners undergo periodic IT-risk reviews and all customer documentation and digital interactions are routed through secure channels to ensure compliant and secure information exchange.

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**Independent Assurance on Verification of Sustainability Information**

Growlity/AR/20242505

Reporting Period - April 01, 2024 to March 31, 2025

The Management and Board of Directors  
Acutaas Chemicals Limited  
Plot no. 440/4, 5 & 6, Road No. 82/A,  
GIDC Sachin, Surat. PIN - 394230  
Gujarat, India

**Independent Assurance Report**

Growlity Private Limited. (hereinafter referred to as “The Service Provider” or “Growlity”) have been engaged by Acutaas Chemicals Limited (hereinafter referred to as “The Company”) to conduct a limited assurance engagement on the sustainability information presented in the Company's Annual Sustainability Report (hereinafter referred to as “ASR”) for the specified reporting period. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the report. The sustainability information provided within the report is in accordance to the comprehensive guidelines set forth by the Global Reporting Initiative's (hereinafter referred to as “GRI”) Universal Standards 2021, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. This engagement by Growlity underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international principles for reporting on its Environmental, Social, and Governance (hereinafter referred as “ESG”) initiatives.

**Assurance Standard**

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

**Scope of Assurance and Methodology**

The verification was conducted to provide limited assurance conclusion on select non-financial sustainability disclosures whether the sustainability information the mentioned reporting period and to verify its alignment with accordance to GRI Universal Standards 2021. We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic on inclusion / omission of necessary relevant information / data and this was limited to:

- Onsite and remote verification of data, on a selective test basis, for the following units / locations, through consultations with the site team and ESG committee members of the company:
  - Sachin - Unit - 1 – Plot No. 440/4, 5, 6, 8206-B, 478, 479 & 494, 495, Road No. 82/A & 82/C, G.I.D.C. Sachin & Plot No. 5538, Road No. 8 GIDC Sachin, Surat-394230, Gujarat
  - Ankleshwar - Unit - 2 – Plot No. 127/1, G.I.D.C. Industrial Estate Ankleshwar, Gujarat. India
  - Jhagadia - Unit - 3 – Plot No. 910/1/B, G.I.D.C. Jhagadia, Gujarat. India

GROWLITY PRIVATE LIMITED.

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- Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;
- Review of company's plans, policies and practices, pertaining to their Environmental, Social & Governance Strategy, so as to be able to make comments on the fairness of sustainability reporting or disclosures.
- Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.
- Review of company's disclosures related to Business Responsibility & Sustainability Reporting (BRSR) Disclosures to SEBI, India for FY 2024-25.

**Company's Accountability**

The ESG Committee Representative at the company is responsible for preparing the ASR that is free from material misstatement in reference with the GRI and for the information contained therein. This entails specifically choosing and applying suitable methodologies for sustainability reporting, gathering and organizing data, and making well-founded assumptions or estimates as needed. Additionally, these representatives must ensure the implementation of adequate internal controls to facilitate the development of a sustainability report devoid of any significant errors, whether deliberate or accidental. The ESG Committee Representatives at the company are also responsible for preparing the designed report using graphics and relevant and responsible content.

**Our Observations**

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for FY 2024-25. The Company has prepared report having sustainability information with reference to GRI Universal Standards 2021. The ASR includes a description of the Company's stakeholder engagement process, materiality assessment and relevant performance disclosures on the identified material topics. There is further scope to strengthen data/information management system to ensure uniform and accurate reporting or disclosures. Areas of further improvement wherever identified have been brought before the attention of the management & ESG Committee representatives of the company. These observations do not affect our conclusion presented in this statement.

**Guidelines for Utilization of This Statement**

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

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

**Limitations**

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

1. Our assurance does not cover any data or information pertaining to the financial performance of the Company.
2. Our role is strictly limited to providing assurance services as detailed in this letter. We will not undertake any management functions or make decisions on behalf of the Company. It is the responsibility of the Company's management to make all decisions, including those related to the acceptance and implementation of our services.
3. Any data or information that falls outside the specified reporting period is not covered by our assurance scope.
4. Our assurance is limited to the operations and locations explicitly mentioned within the defined Assurance Boundary. Any data or information pertaining to operations outside of this boundary is excluded, unless specifically stated otherwise in this report.

GROWLITY PRIVATE LIMITED.

316, Rajhans Montessa, Airport Rd, Surat 395007, India

[contact@growlity.com](mailto:contact@growlity.com)

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5. The Company's statements expressing opinions, beliefs, aspirations, expectations, or future intentions, as well as assertions related to Intellectual Property rights and competitive matters, are beyond the scope of our assurance.
6. We do not cover the Company's strategy and any related disclosures expressed in the report.
7. Our assurance does not extend to the mapping of the report with any reporting frameworks other than those specified above.

**Our Assurance Team and independence:**

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

**Conclusion**

On the basis of our procedure for this limited assurance, nothing has come to our attention that causes us not to believe that the company has reported on material sustainability issues relevant to its business.

Dr. Nitin Dumasia  
President & CEO  
Date: 5<sup>th</sup> Dec 2025  
Place: India



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## Note

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