

Catalysing Sustainable Chemistry

Sustainability Report
FY 2025





About the Report

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At Jubilant Ingrevia Limited, we believe in transparently disclosing our goals, actions, and progress, as we aim to build lasting trust and ensure that our stakeholders' evolving expectations continue to be integrated with our strategic decisions. This approach helps us stay accountable, value-driven and purposeful so that every action that we take adds towards a more sustainable and resilient future.



Our Reporting Journey

This year marks our fifth Corporate Sustainability Report since the demerger of its Life Science Ingredients business from Jubilant Life Sciences in February 2021. While our organisational structure has undergone transformation, our focus on responsible growth remains unchanged. Our commitment to sustainability dates back to 2003, when we began voluntarily reporting on our Environmental, Social, and Governance (ESG) performance as part of Jubilant Life Sciences Limited. This legacy of transparent disclosure continues to guide us today.

In FY 2025, we continue our journey with a renewed focus on 'Catalysing Sustainable Chemistry' - a theme that underscores our commitment to leading the shift toward greener, safer, and more efficient chemical solutions, guided by science, innovation, and accountability. This report highlights how sustainability is being embedded not as a standalone initiative, but as a core driver of operational excellence and long-term value.

Scope, Boundary, and Reporting Period

This Sustainability Report presents our Environmental, Social and Governance (ESG) performance for the financial year April 1, 2024, to March 31, 2025. The reporting boundary covers the consolidated sustainability performance of Jubilant Ingrevia Limited, including its subsidiaries Jubilant Infrastructure Limited and Jubilant Agro Science Limited, ensuring comprehensive coverage of our operational footprint and ESG performance across all relevant entities.

This report presents the consolidated sustainability performance of Jubilant Ingrevia Limited, covering all five manufacturing facilities - Ambernath, Bharuch, Gajraula, Nira, Savli, and Corporate Office in Noida along with the subsidiaries, Jubilant Infrastructure Limited and Jubilant Agro Science Limited. Furthermore, there are no restatements of data from earlier reports. This consistency enables stakeholders to monitor our progress, priorities, challenges, and performance trends with greater clarity and comparability over time.

Independent Assurance

To ensure the credibility of our disclosures, Jubilant Ingrevia Limited undergoes an annual third-party assurance of our Sustainability Report. For the FY 2025 reporting cycle, selected ESG key performance indicators (KPIs) were independently validated through a limited assurance engagement, in accordance with global reporting standards.

We appointed Grant Thornton Bharat LLP (formerly Grant Thornton India LLP) as our independent assurance partner to review this report using ISAE 3000 (Revised) standards and verify the reliability of our claims. The assurance statement, reinforces our commitment to transparent, accountable, and trustworthy reporting.

ESG Standards and Frameworks

This report has been prepared in accordance with the GRI Standards (2021 edition). Additionally, our disclosures are guided by and aligned with other key global benchmarks and frameworks, including:

- Sustainable Development Goals (SDGs)
- Business Responsibility and Sustainability Reporting (BRSR) basis National Guidelines on Responsible Business Conduct (NGRBC) principles
- Basis the recommendations of the International Financial Reporting Standards (IFRS) S2



United Nations
Global Compact



भारतीय प्रतिभूति और विनिमय बोर्ड
Securities and Exchange Board of India



TASK FORCE ON
CLIMATE-RELATED
FINANCIAL
DISCLOSURES

We Welcome Your Voice

We welcome your feedback, questions, and suggestions, and encourage you to get in touch. Your voice helps us grow and improve.

Mr. Vijay Kumar Srivastava

Chief of Operations & Whole Time Director

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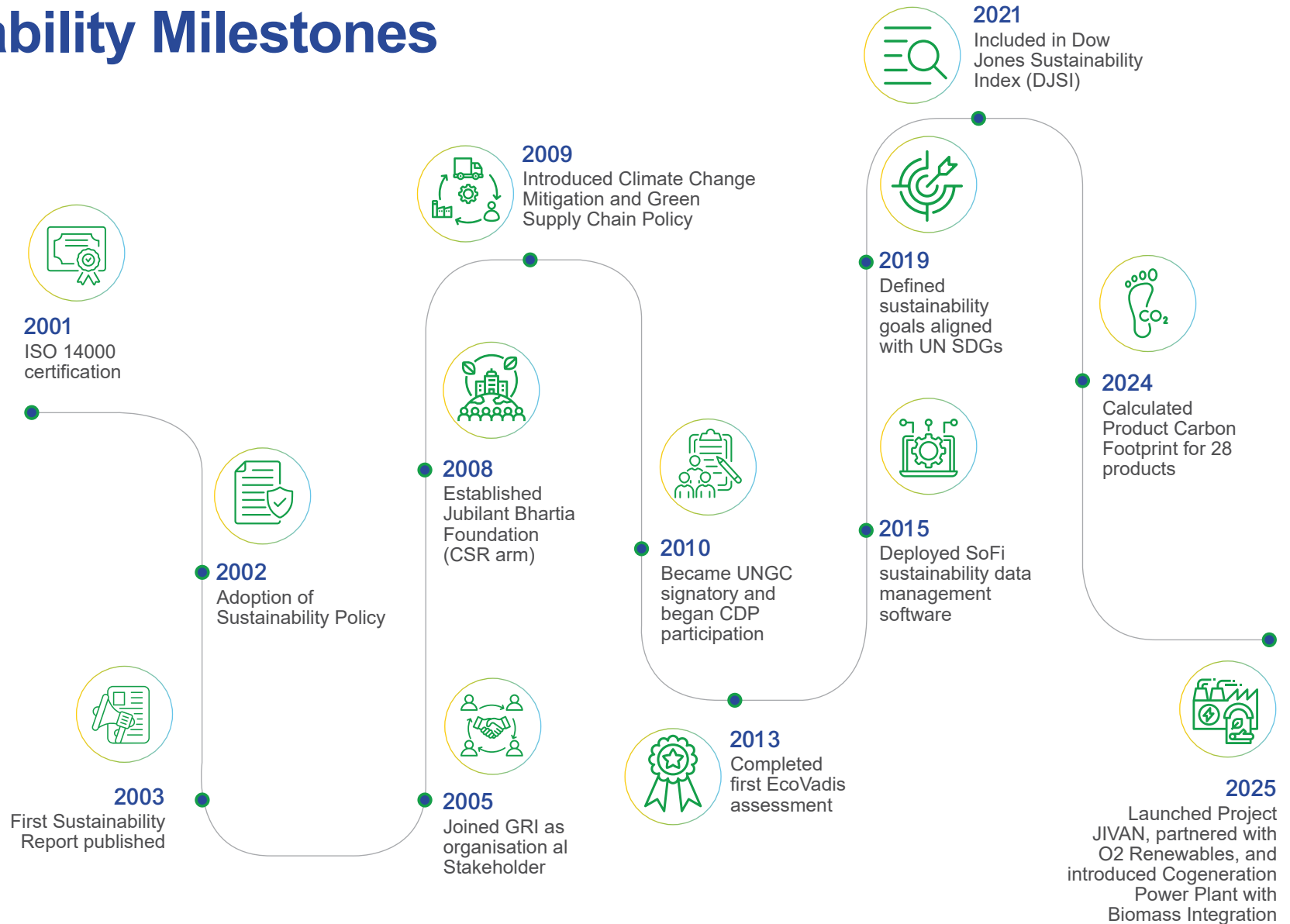
Our Sustainability Commitment to Our Stakeholders



Project JIVAN: Embedding Net-positivity in Action

Project JIVAN has emerged as a cornerstone of Jubilant Ingrevia Limited's growth strategy under Pinnacle 3.4.5, translating sustainability ambition into measurable action. JIVAN, which stands for Jubilant Ingrevia Limited's Vision for Actionable Net-positivity, is designed to weave environmental and social considerations into core business decisions while fostering a culture of accountability across the organisation. To accelerate this transformation, we partnered with a leading academic body to build ESG knowledge, a global advisor to shape credible initiatives, and a digital ESG platform that enables real-time tracking of performance. Together, these efforts are positioning us to deliver long-term positive impact on people and the planet.

Sustainability Milestones



1

FY 2025 in Focus

Business Highlights

ESG Highlights

Top Sustainability Initiatives for FY 2025

Message from Chairman & Co-Chairman

Message from CEO and Managing Director

Business Highlights

In FY 2025, Jubilant Ingrevia Limited advanced its strategic priorities through capacity expansion, technology leadership, and operational rigor.



#1

Leader in 36 Pyridine derivatives

#1

Globally in Bio-Pyridine (Bio Beta)

#1

Domestic leader in Vitamin B4

#2

Globally in Vitamin B3

#2

Globally in Acetic Anhydride merchant market

30+

Chemistry Platforms under one roof

46%

Revenue from exports (International Markets Traction)

13%

Increase in overall exports revenue in FY 2025

40+

Projects progressing through our R&D pipeline Manufacturing

New Niacinamide and Niacin Plant

commissioned at Bharuch (food & cosmetic grade)

Diketene Derivatives Plant

commissioned at Gajraula (food & cosmetic grade)

Recognised by WEF & joined Global Lighthouse Network

for excellence in 4IR deployment.

₹ 1,200 Million+

savings delivered through cost optimisation measures including lean manufacturing and renewable energy switch

Bharuch Niacinamide facility is **US-FFR registered and USFDA approved**

ESG Highlights

Environmental

31,000 tCO₂e

GHG Emissions Reduction
(5% reduction in Scope 1&2 from FY 2024)

0.57 million+

Trees planted till FY 2025

35% Renewable (O2 Contract)

Targeted Renewable Electricity implementation planned

45%

Process Water Recycled at manufacturing sites

Energy Efficiency

11%

Reduction in power and fuel costs through energy efficiency

CDP Scores

Water

B

Climate Change

B-

Social

Zero

Safety Fatalities

0.25 million+ hrs

Safety Training

18%

Employee Turnover Rate

6.5%

Women in Workforce

Above Minimum Wage

100%

Training & Development

3.9 days

Average training days per employee

GPTW Employee Experience

Engagement Score

87%

Community Impact

150+

Schools digitized for local education

Governance

S&P Dow Jones Sustainability Global Chemical Industries

92nd Percentile

EcoVadis Rating: **Silver** Percentile

94th

Assessed Value Chain Partners Environmental & Human Rights

76%

Awards & Recognition

International Safety Award 2025
British Safety Council (Gajraula, Nira, Savli)

Great Place to Work Certified
Exceptional workplace culture

Top Sustainability Initiatives for FY 2025



Expanding Renewable Energy Commitments with O2 Partnership

We strengthened our renewable energy portfolio in FY 2025 by signing a long-term Power Purchase Agreement with O2 Renewables through our subsidiary Jubilant Infrastructure Limited for the SEZ Bharuch manufacturing facility. Once operational, half of Bharuch's energy demand will be met through renewable sources. Building on agreements at Savli (Gujarat) and Gajraula (Uttar Pradesh), with supply scheduled to commence in April 2025, more than one-third of the total energy consumption across all manufacturing sites will be sourced from green energy. This transition not only reduces carbon emissions but also supports India's renewable energy targets while creating long-term value for stakeholders.

50%
of Bharuch facility's energy from renewable sources

35%
of company-wide energy from green power



10 MWe Cogeneration Plant with Biomass Integration

In FY 2025, we have planned the commissioning of a 10 MWe cogeneration power plant supported by a 98 TPH Circulating Fluidized Bed Combustion (CFBC) steam boiler capable of operating on a balanced mix of biomass and conventional fuels. By integrating agricultural residues, wood chips, and locally sourced biomass, the facility will substitute nearly half of fossil fuel use with a carbon-neutral alternative. The project advances India's clean energy transition while supporting local supply chains and enhancing energy security.

50%
potential of fossil fuel replacement with biomass



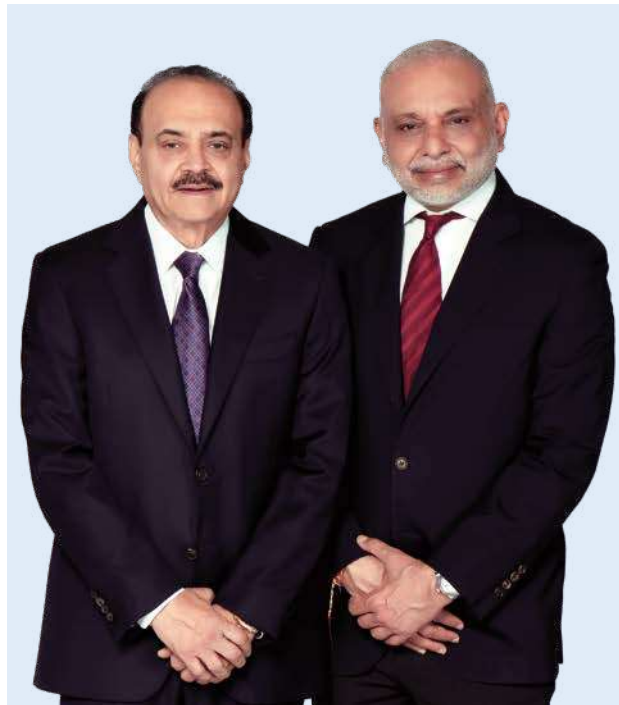
Strengthening Safety with 5S Protocol

In FY 2025, Jubilant Ingevra Limited achieved a fatality-free record through the rollout of the 5S safety methodology - Sort, Set in Order, Shine, Standardise, Sustain across all operations. This framework was reinforced by digital monitoring tools, comprehensive safety training, and coverage across employees, contractors, and partners. By embedding 5S into everyday practices, we strengthened awareness, preparedness, and productivity while making safety a shared value across the workforce.

0
fatalities recorded across operations

100%
of operations covered under 5S protocol

Message from Chairman & Co-Chairman



Shyam S. Bhartia | **Hari S. Bhartia**
Chairman | Co-Chairman & Whole-Time Director



We are building a customer-centric, innovation-led organisation, embedding ESG principles in every decision, and strengthening succession, leadership development, and talent diversity.

Pioneering Sustainable Growth through Vision and Action

Strategy and FY 2025 Performance

FY 2025 was marked by resilience and reinvention. Despite market volatility, prolonged destocking, and margin pressures, we made strong progress on our Pinnacle 3.4.5 Strategic Vision to triple revenues and quadruple profitability over five years. Initiatives under Surge, Lean, and Business Excellence, coupled with energy efficiency measures, delivered ₹1,200 million in annualised savings demonstrating how sustainability, digitalisation, and operational excellence drive tangible business value.

Investing for Growth

We have invested ~₹17,500 million over three years to commission seven new manufacturing facilities by March 2025. In FY 2026, we plan an additional ₹6,000 million, fully funded by internal cash flows, for multipurpose plants, human nutrition, and CDMO capacity. These projects embed advanced technology, automation, and digital

analytics to deliver quality, efficiency, and sustainability at scale.

Governance, Compliance, and Disclosure

Our governance remains robust. We adhere to US FDA, REACH, and other global frameworks, and strengthen oversight through double materiality assessments, and align disclosures with TCFD and TNFD. Supplier sustainability reviews are being expanded with a goal to cover 100% of suppliers by 2029. We are targeting a Platinum EcoVadis rating and a Top 1% ranking to reinforce our credentials as a trusted partner.

Sustainability Commitments and Outcomes

Our ESG commitments are clear: Net Zero pathways, water neutrality, and zero waste to landfill. In FY 2025, renewable energy use helped avoid more than 13,000 tCO₂e. By 2028, over 80 percent of the portfolio will carry Product Carbon Footprints to

enable customer climate goals. Partnership with O2 Renewables target 35% clean energy, we are committed to a 20% emissions reduction over 3 years and to water neutrality and zero landfill by 2029, driving cleaner operations and circularity.

Innovation and Digital Advantage

Innovation and culture power this transformation. About 150 scientists across 30 technology platforms advance high-value molecules for end markets from agrochemicals to semiconductors, using AI, robotics, and IoT for faster, cleaner development. We are embedding ESG in every decision, strengthening succession, leadership, diversity, and safety, with women's representation set to rise from 6.5 percent to 12 percent over four years.

Warm Regards,

Shyam S. Bhartia, Chairman & **Hari S. Bhartia**, Co-Chairman & Whole Time Director

Message from CEO and Managing Director



Deepak Jain
CEO and Managing Director



Our wastewater management has been growing rapidly as we add to our recycling capacities, and during the year 45% of process water was recycled across our sites, while zero liquid discharge was achieved at 3 facilities.

Shaping a Sustainable Tomorrow with Bold Actions Today

FY 2025 was a pivotal year for Jubilant Ingrevia Limited, accelerating our transformation into a high-value, customer-centric, and sustainability-led enterprise. Guided by our Pinnacle 3.4.5 strategy, we are expanding our portfolio, deepening specialisation, leveraging digitalisation, and advancing breakthrough R&D. With strengthened capabilities, enhanced governance, and a renewed culture we are not just adapting but leading.

Driving Sustainable Operations

We continue to set benchmarks in ESG performance. Jubilant Ingrevia Limited ranked in the 92nd percentile on the S&P Dow Jones Sustainability Index (Global Chemical Industry) and earned an EcoVadis Silver rating, placing us in the top 15% globally.

Water stewardship remains a priority, with 45% of process water recycled and zero liquid discharge achieved at three sites. Circularity is embedded in our operations, prioritizing recyclability, reduced toxicity, and lower carbon intensity. Over 5,66,515 trees planted strengthen local biodiversity, supporting our goal of No Net Loss.

Sustainability is integral to our business strategy, driving greater value chain responsibility.

Zero Harm, Maximum Performance

A fatality-free, safe workplace is non-negotiable. Safety is a shared value, reinforced through management incentives, 5S methodology, digital monitoring, training, and contractor engagement.

Leveraging an Integrated Value Chain

Our fully integrated model across Specialty Chemicals, Nutrition & Health Solutions, and Chemical Intermediates enhances quality, cost, and sustainability control. Backward integration into bio-based feedstocks helps customers reduce Scope 3 emissions. We have strengthened our inclusive sourcing program by partnering with over 30 micro and small enterprises (MSMEs) that utilise clean energy and embrace circular economy practices.

Lean, low-carbon operations are driving our Custom Development and

Manufacturing Business (CDMO) growth strategy, securing long-term contracts across pharma, agro, and semiconductor industries.

Supply Chain Transparency and Governance

Our robust supply chain underpins customer trust. We aim for 100% sustainability assessments of suppliers by FY 2029, supported by digital tools and third-party verification. Compliance across REACH, Responsible Care, ISO, GMP, FSSC, and USFDA ensures zero tolerance for lapses, while governance, human rights, and safety remain fully embedded in our processes.

Looking Ahead

The capabilities we are building in sustainable operations, integrated value chains, a global customer footprint, and chemistry expertise enable Jubilant Ingrevia Limited to drive growth, deliver innovative solutions, and create lasting environmental and societal impact.

Warm Regards,

Deepak Jain
CEO and Managing Director

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About Jubilant Ingrevia Limited

Who We are



At Jubilant Ingrevia Limited, we see progress as a shared journey - one that grows stronger through collaboration, responsibility, and long-term vision. We are committed to delivering solutions that not only meet the needs of our customers but also contribute to a healthier planet and to a more inclusive society.

Who We Are

Jubilant Ingrevia Limited is a leading global player in specialty chemicals dedicated to delivering science-driven, high-quality products that improve everyday life. With a workforce of 2,300+ employees, we serve 1,500+ customers across 63 countries, consistently upholding our commitment to quality, compliance, and customer trust.

Our business operates across three synergistic segments - Specialty Chemicals, Nutrition & Health Solutions, and Chemical Intermediates, enabling us to address diverse end-use industries such as pharmaceuticals, agrochemicals, nutrition, consumer products, and industrial applications. Headquartered in Noida, Uttar Pradesh, we operate a network of globally certified manufacturing facilities that leverage advanced chemistries to deliver 130+ products across 30+ technology platforms. With 50 plants spread across five locations in India, we are positioned to serve both domestic and international markets with agility and scale.

We are recognised among the world's leading producers of Pyridine and Picolines, Pyridine derivatives, Acetic Anhydride, Vitamin B3, and several other critical chemical products. Our capabilities are further strengthened by a rapidly expanding Custom Development and Manufacturing (CDMO) business, providing end-to-end development and production support for pharmaceutical, agrochemical, and semiconductor clients.

Our Purpose

Enable a Sustainable World through Chemistry

Our Vision

Be a leading provider of Innovative Solutions in our core chemistries globally

Our Promise

Caring, Sharing, Growing

Our Values

- Inspire
- Challenge
- Innovate
- Excel
- Collaborate



Exports		
Rest of the World	Americas	Europe & Japan
19%	20%	61%

5 Manufacturing facilities

1,500+ Customers

8 Product Platforms

30+ Chemistries

130+ Products

2,300+ Team size

Our footprint spans the globe

Our footprint extends across the world, with offices across the United States, Europe, Japan, and China. We serve customers in 63 countries, with nearly 46% of our revenue generated from the highly regulated markets of US, Europe, and Japan—underscoring our adherence to the highest standards of quality and compliance. Our more than four decades of experience, have helped build solid technical capabilities and long-standing customer relationships, which is reflect in our exports mix.

Our Manufacturing Presence in India



Gajraula, Uttar Pradesh
Integrated facility specializing in Pyridine derivatives, Ethanol, Ethyl Acetate, Acetic Anhydride, Propionic Anhydride, Acetaldehyde, Formaldehyde, and other chemical intermediates.



Bharuch, Gujarat (Special Economic Zone - SEZ)
SEZ-based facility dedicated to producing specialty chemicals, vitamins, crop protection chemicals, nutrition and health solutions, and various chemical intermediates including Acetic Anhydride.



Nira, Maharashtra
Focused production of Life Science chemicals such as Ethanol, Ethyl Acetate, Acetic Anhydride, and specialty chemical intermediates catering to diverse industry requirements.



Savli
Specialized facility dedicated to animal nutrition and comprehensive health solutions, addressing needs in veterinary and nutritional markets.



Ambernath, Maharashtra
Advanced synthesis facility focusing exclusively on specialty Pyridine derivatives and other critical specialty chemicals for targeted industrial applications.

Our Blueprint for Future Growth

Pinnacle 3.4.5



3 times REVENUE



4 times EBITDA



5 year HORIZON

Jubilant Ingrevia Limited growth roadmap is represented by our Pinnacle 3.4.5 strategy that aims for a 3X increase in revenues and a 4X increase in profitability. The strategy targets innovation-led growth from higher-margin verticals like nutrition and specialty chemicals and marks our

concerted drive to extend beyond commodity chemicals.

Under our Pinnacle 3.4.5 growth roadmap, we are actively enhancing our business mix. Over the past two years, we have developed new platforms, ranging from diketene derivatives to cosmetic-grade vitamins, and identified emerging opportunities in the semiconductor and cosmetics industries. By accelerating product launches, scaling established franchises and entering nascent markets, we are creating multiple revenue streams that bolster margins. This shift can transform our Specialty & Nutrition sales to comprise 75-80% of Company revenues by FY 2030. Likewise, our CDMO pipeline comprising multiple validated pharmaceutical and semiconductor programs carries the potential for 5X scaled CDMO business by FY 2027.



Jubilant Ingrevia Limited's Full Potential 3X revenue, 4X EBITDA, 5 years

Growth Pillars

A Specialty Chemicals	B Nutrition & Health solutions	C Chemical Intermediates
<p>Pyridine & Picoline Retain Global leadership (#1 position, cost leadership)</p> <p>★ Scale up Oilfield chemicals</p> <hr/> <p>Fine Chemicals P&P derivatives: Maintain leadership position Diketene derivatives: Expand portfolio; Top 3 globally</p> <p>★ Cosmetics/Microbial: Rapid Scale-up; leverage customer/products</p> <hr/> <p>CDMO Pharma & Agro: Rapid Scale-up - Europe/US/Japan</p> <p>★ Semi-con: Rapid scale-up; new technologies through partnerships</p>	<p>Animal Nutrition Feed Vit B3: Extend global leadership position Feed Vit B4: Consolidate domestic leadership Pre-mixes: Leadership in India and neighboring markets</p> <hr/> <p>Human Nutrition Cosmetic/Food grade B3: Rapid Scale-up Choline Salts: Anchor products for food segment</p> <p>★ Foray into Premix/ other vitamins</p>	<p>Acetic Anhydride Maintain global leadership position in merchant market Optimize cost structure</p> <hr/> <p>Other Products (Ethyl Acetate, Acetaldehyde, Bio-Acetic Acid, Propionic Anhydride) Continue to scale in focused markets/customers Optimize cost structure</p>

D Enablers

Customer-first approach (Key Account Mgmt)	World-class Ops Best-in-class on Safety, Quality, ESG	Deep R&D & Tech focus	Digital transformation	Agile Supply Chain	People / Org
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Strategic Pillars



Customer Centricity: Customer-first approach to deliver best solutions, service, quality, cost



World-class, Safe Operations: Highest quality and efficient operations, enabled by digital/ analytics; Zero tolerance mindset towards safety



Innovation & Technology: Innovative products/solutions by pushing 'technology' boundaries



ESG Leader: Be one of the ESG leaders in India/globally



People Focused: Attract, develop and retain the best talent; Best place to work

Building Customer Centricity

Customers today are redefining expectations from the life sciences industry. Sustainability is no longer optional - they increasingly prefer low-carbon, circular products developed using green technologies, as these align with their own Net Zero commitments and broader sustainability goals. Equally, they demand speed: shorter innovation-to-market cycles, enabled using advanced digital tools such as AI and machine learning, are becoming critical to stay competitive.

At Jubilant Ingrevia Limited, we are responding to these evolving preferences by embedding green chemistry and responsible manufacturing into the core of our strategy. We pioneer the use of bio-based alternatives and deploy cutting-edge R&D for process modification and intensification, ensuring that our innovation pipeline moves

faster while remaining environmentally responsible. Our expanding portfolio spanning commodity chemicals, specialty chemicals, and nutrition products demonstrates this progression, designed to meet rigorous scientific precision, end-to-end safety, cost efficiency, and performance efficacy that customers demand.

By adopting green feedstocks, low-carbon operations, and advanced digital technologies, we produce products in a leaner, greener, and more efficient way creating immense value for our customers and their stakeholders. At the same time, we remain committed to global best practices: as a proud signatory of the Responsible Care® initiative, we don't just comply with standards, we help to set them. With zero regulatory non-compliance, a robust digital safety framework for IP protection, and a seamless logistics network, we ensure reliability and trust in every delivery.

Safe, Compliant, and Future-Ready Products

At Jubilant Ingrevia Limited, product safety is prioritised from the molecular level upward. From clean-label ingredients and green chemistries to transparent certifications and region-specific compliance, every product is designed to protect health, inspire trust, and meet the evolving needs of our customers.

Product safety, consistent quality, and full compliance with regulatory protocols, certifications, and product licenses form the foundation of the brand trust and confidence we enjoy. From raw materials to finished products, consistency and efficacy are maintained through strict quality controls, process monitoring, technical benchmarking, and adherence to our commitments.

For us, regulatory frameworks and compliance protocols are not just obligations but enablers of environmental and social goals, including the UN SDGs. Whether through

REACH regulations in Europe, product safety standards in Korea, customer audits, or registration requirements of the U.S. Environmental Protection Agency, we consistently meet and exceed global benchmarks. This discipline enables us to optimise resources, protect human health, safeguard the environment, and strengthen social well-being.

To further ensure product safety and compliance, Jubilant Ingrevia Limited has established a formal Emergency Preparedness and Response Procedure, including a Product Recall Process, which outlines responsibilities and communication protocols for handling any potential health, safety, or quality-related risks associated with its products.



Fine Chemicals

Jubilant Ingrevia Limited supports the filing of Drug Master Files (DMFs) and active ingredient listings with global authorities including the USFDA and Pharmaceuticals and Medical Devices Agency, Japan, among others. These registrations ensure compliance with regulatory frameworks for both regulated and emerging markets.



Antimicrobial Products

Our antimicrobial offerings, used in industrial, food, and personal care applications, are registered with the US Environmental Protection Agency (EPA) under the Federal Insecticide, Fungicide, and Rodenticide Act (FIFRA). We provide full regulatory support for global registrations in this category.



Nutrition Products

The company provides end-to-end support for product registrations in key international markets such as the EU, Brazil, Thailand, Taiwan, and China. Products including Niacin, Niacinamide, Choline Chloride, and Jubidol are aligned with FSSAI, FSMA, and EFSA requirements, among others.

Our end-to-end product lifecycle is governed by a robust Quality Management System, supported by collaboration between R&D, Regulatory Affairs, Quality Assurance, and Quality Control. Advanced analytical systems including those in NABL-accredited labs operate in compliance with 21 CFR Part 11 to ensure data integrity. Logistics operations and distribution partners are integrated into this framework, enabling real-time monitoring and secure transport across the value chain.

With products like Niacinamide and Niacin meeting leading global standards (USP, EP, BP, JP, FCC), we provide trusted ingredients for the food, pharma, and nutrition sectors. Our portfolio also includes food-grade Choline Chloride (CC), Choline Bitartrate (CBT), low-VOC Ethyl Acetate, and a broad range of antimicrobial solutions developed through greener synthetic routes and backed by robust safety documentation. Notably, our antimicrobial range, derived from greener pyridine chemistry, serves personal care and industrial hygiene markets where both environmental safety and performance are critical.

Our Regulatory Affairs team regularly updates Safety Data Sheets (SDS) and product labels to reflect the latest health and safety standards. These are shared with customers and made available on our website, ensuring easy access for all stakeholders. We provide UN-GHS and European CLP-compliant SDS for all our products, including Identified Uses and Exposure Scenarios where required. SDS provides clear guidance on safe handling, storage, and disposal, helping our customers use our products responsibly and safely. across the globe.

In FY 2025, we maintained our platinum membership in the ICC's "Nicer Globe" Responsible Care initiative, which reaffirms that every shipment containing our chemical products conforms with the highest standards of safety and environmental stewardship.

Product labelling

Jubilant Ingrevia Limited's products are transparently labelled and backed by globally recognised certifications such as ISO 9001:2015, FSSC 22000, HACCP, Halal, and Kosher. These credentials ensure compatibility with international safety and dietary standards. Compliance with REACH and GHS labeling requirements provides customers with the necessary documentation and hazard communication to meet downstream obligations. Clean-label, allergen-free, and non-GMO options further help customers meet evolving consumer expectations.

Our Regulatory Affairs team ensures that all labels are prepared in accordance with region-specific regulations. Any required changes arising from customer needs or regulatory updates-are incorporated with appropriate justification. Products are packed with proper labeling and barcoding, and for inclusivity, Braille Code is applied to consumer products in Europe.

All our products exported to the European Union are registered in accordance with the European Chemicals Agency's timelines. For several key products, we have assumed the role of Lead Registrant, reinforcing our transparency and leadership across the value chain.

A dedicated REACH support team manages critical regulatory activities including Classification & Labelling (C&L) notifications, pre-registrations, and full product registrations ensuring complete alignment with the principles of REACH and its goal of safeguarding human health and environmental integrity.

For hazard communication, international labeling guidelines are strictly followed: CLP (Classification, Labelling and Packaging) in Europe, China GHS for China, Korea GHS for Korea, and UN GHS

(Globally Harmonized System) for the U.S. and other global markets. Labels are continuously updated to reflect regulatory changes and customer requirements.

In FY 2025, there were no incidences of non-compliance with regulations or voluntary codes concerning product and service information or labeling.

Certification & Compliances

WHO-GMP | MUI HALAL | OU Kosher |
FSSC – 22000 | ISO 9001:2015 | REACH |
US-FFR | VEGAN | NON-GMO | Naturality
Index of 66.6% (ISO 16128-2)



Marketing Communications & Customer Privacy

We strictly follow all laws, standards, and voluntary codes related to marketing communication. We never sell banned or disputed products, and we equip our sales teams with professional training delivered during our National Sales Meeting to ensure that every customer interaction is informed, respectful, and responsible.

We are proud to report that during this reporting period there were no cases of non-compliance with any regulations or codes regarding our marketing practices. Just as importantly, we faced no fines or penalties for

issues related to the safety, use, or provision of our products and services. These outcomes reflect our deep commitment to ethical business practices and to putting our customers' well-being first, every step of the way.

Customer Audits & Feedback Integration

To ensure every customer query is addressed efficiently, we adopted Salesforce.com Customer Relationship Management (CRM) software in 2015. This digital platform allows customers to raise product-related queries directly and enables our business teams to provide real-time responses. Whether the customer is based in India or overseas, their voice is heard

and answered through dedicated business personnel who responds to their queries online.

We gather customer feedback through both formal and informal channels, depending on the nature of the product and relationship. A standardised customer feedback form is shared at least once a year. The insights received are used to calculate the Customer Satisfaction Index, which guides our sales and marketing strategies and identifies opportunities for deeper engagement and improvement. The customer satisfaction score for FY 2025 was 4.44, with 88% of customers satisfied.

Certifications	Ambemath	Bharuch	Gajralula	Nira	Savli	Corporate office, Noida
ISO 9001:2015	✓	✓	✓	✓	✓	✓
ISO 14001:2015		✓	✓	✓	✓	
ISO 45001:2018		✓	✓	✓	✓	
FSSC 22000		✓	✓	✓		
FAMI-QS		✓			✓	
GMP/State GMP		✓	✓			
HALAL		✓	✓	✓		
KOSHER		✓	✓	✓		
ISO/IEO 17025-NABL		✓	✓			
RC 14001:2015		✓	✓	✓		✓
ISO 50001:2018		✓	✓			
ISO 27001:2013						✓
RC Logo from ICC	✓	✓	✓	✓	✓	✓
WHO GMP		✓				
USFDA		✓				

Excellence in Operations, Safety & ESG

We achieve business excellence by embedding innovation, agility, sustainability, and compliance into every aspect of our operations. Our three advanced R&D centers create cutting-edge solutions with customers, ensuring measurable outcomes across more than 35 active chemistries. Agile and modular manufacturing systems allow us to swiftly adapt to evolving customer needs while upholding the highest safety and quality standards. Strong global partnerships with leading pharmaceutical and agrochemical innovators reflect our ability to meet high-volume demand with consistency and reliability. We are integrating sustainability into every stage of operations leveraging bio-based feedstocks, renewable energy, recyclability, and circular packaging to minimize environmental impact. By adhering to globally recognised certifications, transparent governance, and region-specific compliance protocols, we strengthen trust across value chains. With advanced logistics and monitoring systems, we ensure product integrity, reliability, and safety delivering on our commitment to sustainable growth and long-term value creation.

As part of our Operational Excellence initiatives, we have deployed Lean Six Sigma methodologies, which, in turn, have generated annualised cost savings of 1,200 million, improving workforce productivity by 20%, and reducing energy and effluent treatment costs by 17% and 13%, respectively. Such measures anchor our Pinnacle growth strategy by driving consistent operational improvements and stabilizing scale pressures through unvarying attention to quality and performance, thereby maintaining a disciplined, capital-efficient focus.

Innovation through R&D and Technology

Our Research, Development & Technology (RDT) function plays a pivotal role in shaping next-generation chemical offerings that are both high-performing and environmentally responsible. Jubilant Ingrevia Limited's RDT ecosystem spans across Noida, Gajraula, Bharuch, with over 150 highly skilled scientists and technologists. These teams operate from advanced R&D centers and pilot plants equipped for a wide range of chemistries such as hydrogenation, esterification, halogenation, and other high-pressure and temperature reactions. These capabilities support rapid prototyping, validation, and Commercialisation of new technologies and products.

In line with our Pinnacle 3.4.5 scale-up strategy, our fully equipped pilot plant at Gajraula is integrated into a rigorous pilot-to-plant workflow that ensures promising leads are revalidated on critical parameters before being scaled safely, efficiently, and economically reducing technical risk and accelerating time to market. As part of this agile and scalable development process, we have institutionalised Quality by Design (QbD), stage-gate tools, and proven methodologies to enable timely product launches while maintaining regulatory alignment, process safety, and industry best practices.

Our RDT team focuses on new product development, process intensification, and commercial-scale technology absorption. A specialized unit drives work on pyridine and its derivatives, heterocyclic and non-heterocyclic chemistries, advanced heterogeneous catalysts, chiral chemistry, and nutritional ingredients for human and animal health. Process improvement in existing products is another priority, aimed at enhancing yield, reducing resource consumption, and improving safety.

We have also built a significant intellectual property portfolio through both internal innovation and strategic acquisitions. Our product development pipeline is closely aligned with marketing strategy and evolving customer requirements, supported by advanced in-house analytical capabilities that expedite customer support and ensure seamless scale-up from lab to plant.

ESG Leader

Jubilant Ingrevia Limited aspires to stand among India's and the world's ESG leaders by integrating environmental accountability, social impact, and governance integrity into every facet of its operations. Through initiatives like signing a renewable energy power-purchase agreement (50% of energy at the Bharuch plant) to lower carbon emissions, the company demonstrates how sustainability drives not just compliance but long-term competitiveness.

People Focused

People are the pillars of innovation and continuity, and we invest deeply to attract, develop, and retain them. By fostering a culture of growth, equity, and engagement, the company ensures that diverse talent sees a future within, translating into stronger performance, better retention, and meaningful contributions to mission and business goals.



Partnerships that Drive Progress

Progress in sustainability and innovation cannot be achieved in isolation, and at Jubilant Ingrevia Limited we see partnerships as a powerful driver of impact. By working closely with industry associations, research institutions, and global forums, we not only amplify our voice on critical issues but also co-develop solutions that strengthen supply chains, advance climate action, and promote responsible resource use. These collaborations enable us to stay ahead of evolving industry trends, adopt best practices, and deliver greater value to our customers and communities, reinforcing our position as a trusted partner in sustainable growth.



Memberships and Associations

Jubilant Ingrevia Limited

Name of the association/chamber

AAMA (Additional Ambernath Manufacturer's Association)

All India Distillers' Association (AIDA)

All India Industrial Gases Manufacturers' Association (AIIGMA)

Basic Chemicals, Cosmetics & Dyes Export Promotiona Council (CHEMEXCIL)

Chemtech-Chemical Advisory Board (CAB)

Confederation of Indian Industry (CII)

European Petrochemicals Association (EPCA)

Federation of Indian Chambers of Commerce & Industry (FICCI)

Gujarat Employers' Organisation

Indian Captive Power Producers Association (ICPPA)

Indian Chemical Council (ICC)

Indian Speciality Chemical Manufacturers' Association (ISCMA)

PHD Chamber of Commerce and Industry

Savli East Waghodia West Association of Industries

Global Reporting Initiative (GRI)

Global Compact Network of India (GCNI)

Awards & Recognitions

Our commitment to excellence, safety, innovation, and workplace culture has been widely acknowledged through multiple prestigious awards in FY 2025



Inducted for pioneering deployment of Industry 4.0 technologies, strengthening operational efficiency and sustainability.



Nira facility honored by the Indian Chamber of Commerce for leadership in occupational health and safety management.



Nira, Gajraula, and Savli sites recognised by the British Safety Council for exceptional occupational health and safety performance.



Awarded for outstanding lean practices and innovative problem-solving.



recognised for fostering an inclusive, engaging, and high-performance workplace culture.



Star Champion, Platinum, Gold, and two silver awards across the 49th & 50th competitions for projects delivering measurable gains in productivity, safety, and cost efficiency.

3

Sustainable Value Creation

Stakeholder Engagement & Double Materiality Assessment

Our Sustainability Strategy





Our stakeholders are integral to our strategic direction and long-term growth. We engage meaningfully with customers, employees, investors, partners, communities and regulators, seeking to understand evolving expectations, address concerns proactively and co-create solutions. By aligning decisions and actions with shared goals, we strengthen trust, enhance performance and sustain long-term value.

Stakeholder Engagement & Double Materiality Assessment

Stakeholder Engagement

Stakeholder insight shapes how we plan, execute, and report. We maintain continuous, structured dialogue with customers, suppliers, employees, investors, communities and regulators to set direction early, identify emerging risks and uncover opportunities across the value chain. The insights gathered, further help shape our sustainability goals, guide investments, and support innovation planning. This engagement also drives stronger data quality and internal controls so disclosures remain consistent, comparable and assurance ready.

The feedback is translated into clear actions with accountable owners, timelines and evidence requirements, and performance is reviewed in management forums and communicated transparently to stakeholders. When viewpoints diverge, trade-offs are documented and the rationale is explained to balance near-term needs with long-term enterprise value. The result is deeper trust, better operational performance and a strategy that stays aligned with evolving stakeholder priorities and regulatory expectations.

Stakeholder Identification & Engagement Process

Step 1: Mapping

Identify and group stakeholders by their level of impact on our business and influence over outcomes.

Step 2: Assessment

Prioritise stakeholders by analysing their interests, information needs, and business relevance, ensuring focus where engagement drives the most value.

Step 3: Engagement

Conduct structured interactions (surveys, roundtables, reviews). Translate feedback into clear actions, integrate into strategic plans, and reflect within ESG objectives and KPIs.

Step 4: Monitoring

Review effectiveness regularly, track commitments and outcomes, and refine approaches to address evolving expectations and emerging risks.

Internal External

Frequency of Engagement: ● Continuous Quarterly Periodically

Stakeholder	Mode of Engagement	Expectation from Jubilant	Our Approach
<p>Customers</p> <p> ●</p>	<ul style="list-style-type: none"> Email and meetings Customer Satisfaction survey Periodic engagement with key customers led by senior leadership Employees connected with customers at major events and exhibitions during the year such as Chemspec Europe, CPHI Japan, CPHI North America, CPHI Worldwide, Poultry India, CPHI India, ICC Conference, US Chem Outsourcing and EPCA (The European Petrochemical Association) 	<ul style="list-style-type: none"> Product Quality and Reliability Responsible Packaging and Accurate Labelling Certification And Compliance with ESG Standards Responsive Communication On-Time Delivery and Supply Reliability 	<ul style="list-style-type: none"> Implement robust quality management systems (ISO-certified processes, regular audits, and continuous improvement initiatives). Strengthening packaging and labelling compliance through digital traceability and adherence to international standards. Invest in sustainable product development, energy efficiency, and climate-resilient supply chains. Ensuring our sites are certified with ISO 14001:2015, ISO 45001:2018, ISO 22000:2018, ISO 9001:2015. Enhance supply chain resilience through supplier partnerships, inventory optimisation, and digital monitoring tools to ensure delivery timelines.
<p>Investors and shareholders</p> <p> </p>	<ul style="list-style-type: none"> Quarterly Earnings Calls: attended by Chairman, CCMD, Business CEO & CFO, and Group CFO, with 100+ participants each. AGM with Investors Investor Grievance forum Website - (Quarterly & annual report) Shareholder Satisfaction survey Investor Relations: A dedicated team ensures regular engagement with investors and analysts. 	<ul style="list-style-type: none"> Driving sustainable business growth to deliver long-term value Ensuring timely distribution of dividends and share allotments Providing financial disclosures promptly (e.g., Annual Report) 	<ul style="list-style-type: none"> ESG performance reporting and reporting on initiatives related to sustainability Maintain strong governance and treasury systems to ensure timely shareholder returns. Provide accurate, timely, and transparent reporting in line with global standards (e.g., SEBI, GRI, TCFD), supported by robust investor relations practices.
<p>Employees</p> <p> ●</p>	<ul style="list-style-type: none"> Digital & Direct Communication - Emails, intranet, surveys, townhalls, and grievance redressal. Recognition & Culture - Rewards & Recognition Program, Excellence Awards, Long Service milestones, and well-being initiatives. Learning & Development - Workshops, training programs, seminars, and stakeholder events (including AGMs). 	<ul style="list-style-type: none"> Collaborative work Inclusive and engaging employee experience Recognition and appreciation as part of workplace culture Transparent communication and practices Training and skill development with career growth 	<ul style="list-style-type: none"> Foster a culture of inclusion through diversity initiatives, employee resource groups, and open forums. Continuously enhance employee experience via engagement surveys, career development programs, and wellness initiatives. Institutionalise recognition programs and milestone awards to celebrate employee contributions. Strengthen leadership communication, transparent HR policies, and fair performance management systems.

Internal External

Frequency of Engagement: ● Continuous Quarterly Periodically

Stakeholder	Mode of Engagement	Expectation from Jubilant	Our Approach
Suppliers & service providers ●	<ul style="list-style-type: none"> One-on-one and virtual meetings Supplier audits Email communications and webinars Training and survey Grievance redressal mechanism 	<ul style="list-style-type: none"> Transparent processes in procurement Ethical and responsible business conduct Sustainable supply chain Timely payments and financial commitments 	<ul style="list-style-type: none"> standardise procurement through digital platforms ensuring fairness and transparency in bidding and evaluation. Enforce a Supplier Code of Conduct, covering ESG, ethics, and compliance requirements. Strengthen financial governance to ensure timely payments, along with supplier support programs for long-term partnerships.
Regulatory bodies 	<ul style="list-style-type: none"> Direct meetings Participation in industry forums Formal dialogues Compliance report 	<ul style="list-style-type: none"> Compliance with laws and regulations 	<ul style="list-style-type: none"> Establish strong compliance monitoring systems with regular internal audits.
Community 	<ul style="list-style-type: none"> Community meetings and public hearings Suggestion boxes at site gates Site Visit Survey Online grievance redressal form 	<ul style="list-style-type: none"> Road safety initiatives Local employment and skill development Measures to reduce environmental pollution Community health and hygiene programs Vocational training support Access to clean and safe water 	<ul style="list-style-type: none"> Implement road safety awareness programs and infrastructure support around operational sites. Regular community interface meetings at each site to address concerns. Social projects in health, education and livelihood sectors to build trust. Prioritize local hiring and partner with NGOs/skill councils for training and capacity building. Company through Jubicare initiative, is catering around 5.7 lakh village population near manufacturing units SOPs and assigned responsibilities manage activism incidents

Our Material Topics: What Drives Our Actions

As a key enabler of our ESG strategy, we have adopted a double materiality lens to sharpen the focus on sustainability issues most pertinent to our business and stakeholders. In FY 2025, we advanced this process by aligning it for the first time with the European Sustainability Reporting Standards (ESRS), providing increased granularity and precision in our assessment. This process enabled us to evaluate the sustainability matters that both affect our financial outlook (financial materiality) and arise from our own impact on people and the environment (impact materiality). We conduct a materiality assessment every two years, engaging internal and external stakeholders, and review it annually; the process is integrated into the company's ERM framework.

Topics are evaluated across:

- **Impact Materiality:**
Assessed based on the scale, scope, and potential irremediability of impacts, considering effects on people, society, and the environment.
- **Financial Materiality:**
Evaluated based on associated risks and opportunities, reflecting the potential effect on the organisation's financial performance.

Our comprehensive ESG assessment covers both our operations and extended value chain, providing the foundation for defining our short-, medium-, and long-term priorities. Guided by the principles of the Corporate Sustainability Reporting Directive (CSRD), the GRI framework, and the SASB standards, this methodology enhances our ability to make informed ESG decisions, remain prepared for evolving regulations, and meet the expectations of our stakeholders. To ensure credibility, the materiality assessment is verified by a third-party assurance provider, and the results are formally presented to and signed off by our board of directors during the Annual General Meeting (AGM). This process ensures that our ESG initiatives are aligned with our long-term sustainability goals and demonstrate transparency and accountability.



Step 1: Topic Identification

Sustainability topics were identified based on sector relevance and business exposure, leveraging global standards, ESG ratings, peer disclosures, past internal assessments, and emerging trends.



Step 2: Stakeholder Mapping & Engagement

Key stakeholders across the value chain including employees, customers, suppliers, and senior leadership were mapped according to influence and relevance, and engaged to capture their perspectives.



Step 3: Business Exposure & Impact Assessment

Each topic was evaluated for business alignment, risks, regulatory exposure, stakeholder concerns, and long-term relevance. Potential impacts, risks, and opportunities were assessed for each topic.



Step 4: Scoring & Evaluation

A structured framework integrated stakeholder inputs with business relevance. Impact materiality was assessed by severity and likelihood, while financial materiality considered risk magnitude and probability, providing a balanced, dual-dimensional perspective.



Step 5: Prioritisation & Materiality Matrix

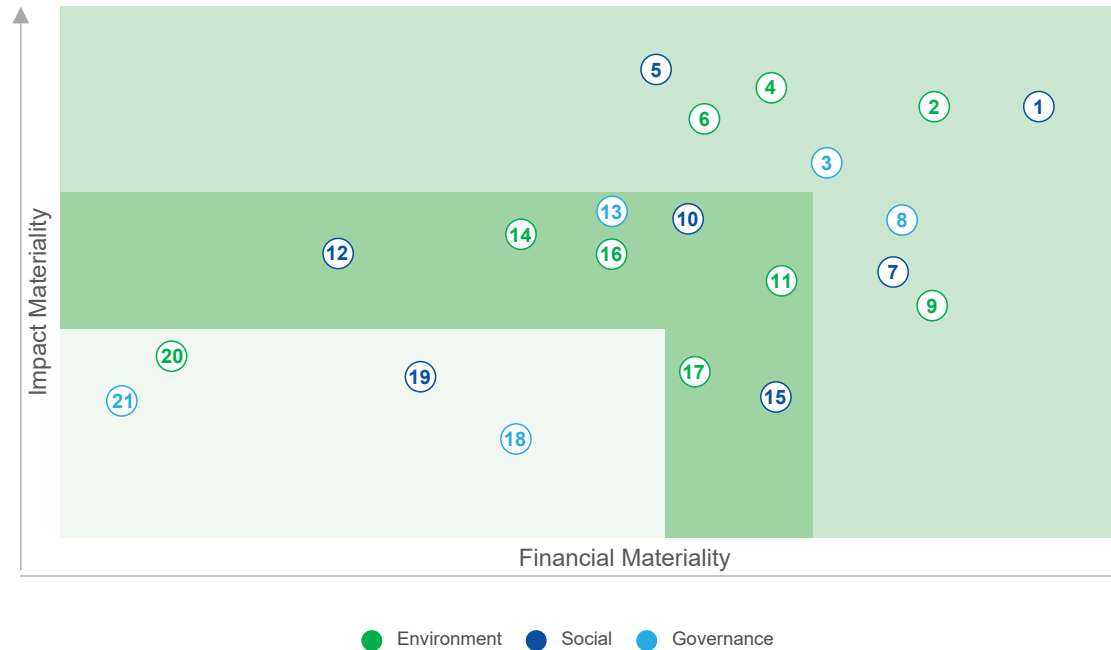
Topics were ranked as critical, moderately significant & significant and mapped on a materiality matrix (Impact vs. Financial Materiality) to highlight areas requiring strategic focus.



Step 6: Validation and Integration

Outcomes were reviewed and validated by senior leadership, with final material topics approved by the Board of Directors to ensure alignment with corporate strategy.

Materiality Matrix



Overall Material Topics

Critical	
1	Health and Safety
2	GHG Emissions & Climate Change
3	Corporate Culture
4	Water Management
5	Product Safety (Consumers and/or End-Users)
6	Energy Management
7	Human Capital Development
8	Compliance Management (Legal & Regulatory)
9	Waste Management

Significant	
10	Communities' Economic, Social and Cultural Rights
11	Air Pollution
12	Workers in the value chain: Working condition and Human Rights
13	Anti Corruption and Bribery Prevention
14	Supply Chain Procurement
15	Gender Diversity, Equity, and Inclusion
16	Resource Use & Circular Economy
17	Hazardous Substance (Chemical Safety)

Emerging	
18	Data security
19	Wage Equality and Transparency
20	Biodiversity and ecosystems
21	Macro Economic Fluctuations

Linking material issues to the broader risk management process

At Jubilant Ingrevia Limited, we take a proactive, integrated approach to risk by embedding material issues such as climate change, health and safety, and water management into our broader risk framework. This ensures that sustainability is strategically aligned with core business decisions, strengthening resilience and long-term value creation.

Health & Safety

Risk	Value Chain	Mitigation Approach	KPIs
Chemical operations pose safety risks such as leaks, failures, and injuries.	Operations	Strengthening EHS framework with ISO 45001:2018, Responsible Care, Project Apollo, Sanchetna digitalisation, and targeting TIR reduction to 1.35 by FY 2026.	Work-related injuries Work-related ill health Safety Performance Statistics



GHG Emissions & Climate Change

Risk	Value Chain	Mitigation Approach	KPIs
Heavy reliance on fossil fuels result in high Scope 1-3 emissions, driving transition risks, rising costs, and competitive disadvantage in low-carbon markets.	Operations, Upstream & Downstream	Accelerating shift to low-carbon energy through renewables, improving energy efficiency, and optimising high-emission processes.	Direct (Scope 1) GHG emissions Indirect (Scope 2) GHG emissions Other indirect (Scope 3) GHG emissions GHG emissions intensity



Corporate Culture

Risk	Value Chain	Mitigation Approach	KPIs
Weak governance, corruption, or tax non-compliance can erode credibility, stakeholder trust, and license to operate.	Operations, Upstream & Downstream	Embedding strong ethical culture with anti-corruption policies, tax compliance, clear procedures, and employee training.	Anti-Corruption Training and Awareness Corruption Incidents and Remediation Tax Governance and Risk Management Stakeholder Engagement on Tax Ethics Disclosure of all KPIs



Water Management

Risk	Value Chain	Mitigation Approach	KPIs
Dependence on groundwater in stressed regions may cause community conflicts, regulatory penalties, and financial risks.	Operations	Improving efficiency, raising water recycling to 45%, reducing consumption, achieving ZLD at sites, and expanding rainwater harvesting.	Water withdrawal Water discharge Water consumption Effluent Discharge



Product Safety (Consumers and/or End-Users)

Risk	Value Chain	Mitigation Approach	KPIs
Safety lapses or mislabeling may harm consumers, trigger penalties, and damage customer trust.	Operations	Jubilant Ingrevia Limited focuses on - Strengthening Compliance and Certification: Continuously align products with international safety and quality standards (e.g., FDA, REACH, FAMI-QS, KOSHER, HALAL) through regular audits, certifications.	Consumer and End-User Incidents Customer Satisfaction Survey



Energy Management

Negative Impact	Value Chain	Mitigation Approach	KPIs
Fossil fuel dependency exposes Jubilant Ingrevia Limited to cost volatility, energy inefficiency, and compliance risks under decarbonisation mandates.	Operations	Enhancing efficiency and progressively increasing renewables targeting 35% overall share and 50% at Bharuch facility.	Energy consumption (within the organisation) Energy intensity Reduction of energy consumption



Human Capital Development

Positive Impact, Opportunity	Value Chain	Mitigation Approach	KPIs
Limited employee engagement or skill development could reduce retention, performance, and workforce resilience.	Operations	Focused on delivering three man-days of training per employee each year to support continuous development.	Number of safety-training hours delivered Average man days of training per employee Number of employees covered in training Total number of training and awareness program



Compliance Management (Legal & Regulatory)

Risk	Value Chain	Mitigation Approach	KPIs
Complex and evolving chemical regulations may cause delays, penalties, or market entry restrictions; weak ESG governance could limit investor trust.	Operations	Proactive compliance with REACH/BIS/trade controls, regular audits, and strengthening ESG governance aligned with GRI, CDP, and TCFD.	Disclosure of all KPIS



Waste Management

Risk	Value Chain	Mitigation Approach	KPIs
Improper waste handling can pollute land and water, harm ecosystems, and spark community opposition.	Operations	Implementing strict waste practices, ensuring safe disposal, and diverting 95% of waste through recycling, co-processing, and incineration.	Waste Generated Waste Diverted Waste Disposed Hazardous waste disposal to landfill



Top 3 High priority topics for Business Value Generation

Operations Supply Chain Positive Negative

GHG Emissions and Climate Change

Business Case: As a leading chemical manufacturer, Jubilant Ingrevia Limited is exposed to climate-related risks, including extreme weather events, evolving regulatory frameworks, and increasing energy costs that may impact operational continuity and supply chain stability. In response to the growing global emphasis on decarbonisation, the company is proactively advancing its energy and carbon management initiatives.

Business Strategies: We are reducing GHG emissions and strengthening climate resilience through a multi-pronged strategy that includes expanding renewable energy sources such as solar, wind, and biomass, enhancing energy efficiency with process optimisation, heat recovery, and digital monitoring, and engaging suppliers on responsible sourcing with climate considerations. We also conduct TCFD-aligned climate risk assessments, invest in R&D for sustainable specialty chemicals, publish third-party-assured GHG inventories, and closely monitor energy use and emissions intensity per tonne to drive continuous improvement.

Target

- Committed to a 21% reduction in Scope 1 emission by FY 2029
- Overall 35% of Jubilant Ingrevia Limited's electricity requirement at all manufacturing facilities will be met through renewable energy by FY 2029.
- 18% reduction in Scope 2 emissions by FY 2029

Achievement FY 2025

- 5% Reduction in Scope 1 & 2 GHG emissions from FY 2024

Health and Safety

Business Case: Operating as a chemical manufacturer involves inherent health and safety risks. Past incidents highlight the need for strong safety systems to protect employees, contractors, and the community. Any major accident could impact reputation and operations. In case of a fatality or critical incident, we at Jubilant Ingrevia Limited ensure structured compensation and support in line with labor laws and insurance policies.

Business Strategies: We have implemented a rigorous safety management system, including regular workplace inspections, equipment checks, and comprehensive process risk assessments (HAZOP, LOPA, JSA, FMEA). Multi-level safety meetings (site, department, and corporate) and periodic external audits/gap analysis drive continuous improvement in our safety performance. Additionally, we prioritize extensive safety training, promote behavior-based safety, and implement Process Safety Management to cultivate a strong safety culture and safeguard our people and assets.

Target

- Zero LTIFR and fatalities

Achievement FY 2025

- Zero LTIFR and fatalities

Water Management

Business Case: Water is a critical resource for our manufacturing operations across sites-Gajraula, Bharuch, Nira, Savli, and Ambernath. Any shortage or decline in water quality poses operational and financial risks. Dependence on local freshwater sources also exposes the company to physical, regulatory, and reputational risks.

Business Strategies: We have implemented comprehensive water management initiatives as part of sustainability strategy. We aim for continuous reduction in specific freshwater consumption through process optimisation, monitoring, and adoption of advanced technologies. Three out of five of our manufacturing facilities operate on a Zero Liquid Discharge (ZLD) system, enabling significant water recycling and reduced freshwater dependency. Additionally, rainwater harvesting systems have been established across sites to support groundwater recharge. These initiatives reflect Jubilant Ingrevia Limited's commitment to sustainable resource management and operational efficiency.

Target

- Water Efficiency: Targeting a 18.9% reduction in specific water consumption by FY 2029 vs FY 2023 through improved water management practices.

Achievement FY 2025

- Water recycling increased to 45% from 40% w.r.t FY 2024
- Specific water consumption reduced by 6%, to 6.43 m³/MT from 6.82 m³/MT w.r.t FY 2024
- Zero liquid discharge achieved at 3 out of 5 sites

Executive Compensation

To underscore their strategic importance, we are integrating three high-priority topics - GHG emissions, health and safety, and water management - into the performance evaluation framework for C-suite leaders, assigning a 10% weightage to each. This approach reinforces their role in driving business value and accountability at the highest levels.

Material Issues for External Stakeholders



Human Capital Development



Relevance on External Stakeholders: Training on Health & safety, human Rights etc

Output Metric: Over 250,000 safety-training hours delivered
3.8 Training man days per employee per year

Impact Valuation: Net Impact Ratio

Impact Metric: More number of man days per employee per year.

Number of training hours delivered



GHG Emissions and Climate Change



Relevance on External Stakeholders: Environment, Society (Local Community), Consumers

Output Metric: Total energy consumption reduced by 5%

Impact Valuation: Environmental Value Degraded





Impact Metric: Scope 1 and 2 emissions have decreased



Our Sustainability Strategy

From Vision to Action: Tracking Our Sustainability Journey

Jubilant Ingrevia Limited's Sustainability Strategy is anchored in the principles of responsible growth, environmental stewardship, and stakeholder value creation. Guided by the outcomes of our Double Materiality Assessment and the identification of key ESG risks and opportunities, we have developed a structured ESG roadmap aligned with global frameworks, including climate- and nature-related disclosures under the TCFD and TNFD. This roadmap translates our material priorities into measurable goals that enhance transparency, strengthen accountability, and build long-term business resilience.

	 Improve the health of the planet				 Foster a Safe, Healthy, and Growth-Oriented Workplace		 Contribute to a Fairer, More Inclusive and Equitable Workplace		 Strengthen Responsible and Sustainable Business Practices											
Goal	Climate action Reduce scope 1 emissions intensity by 21% by FY 2029		Water stewardship Achieve 47% water recycling by FY 2029		Protect nature Increase site-based green cover by planting 0.91 million trees and promoting local Biodiversity by FY 2029		Health & safety Achieve Total Incident Rate (TIR) of 1.35 by FY 2026 through Safety Improvement Plan 2.0		Employee Training & Development Achieve 3 man-days of training per employee per year		Gender Diversity, Equity, and Inclusion 12% increase in women workforce by FY 2029		Wage Equality and Transparency Conduct third-party assessments to benchmark and rectify any disparities in pay or working conditions, ensuring alignment with international standards and stakeholder expectations.		Supply Chain Procurement Conducting supplier assessment with 100% supplier coverage by FY 2029					
Progress	20% reduction achieved		Emission intensity increased however, we continue to work towards clean energy procurement		45% recycling achieved in FY 2025 through rainwater harvesting and other water saving initiatives		15% reduction achieved		0.57 million planted		Safety is of utmost importance to Jubilant Ingrevia Limited and we continuously work towards reducing the incident rated. 41% reduction in the incident rate wrt FY 2024. A recent implementation at our Nira site resulted in a 20% drop in near-miss incidents.		Training man-days were progressively increasing to 3.9 in FY 2025 from 3.15 in FY 2024, and the performance target was successfully achieved.		6.5% achieved		Achieved		11% suppliers assessed in FY 2025	

Future Initiatives

- 80% Product Carbon Footprint coverage by 2028; So far 28 products completed and target to cover 50 products
- Zero Waste to Landfill certification by FY 2029

4

Environment Stewardship



Climate Action
Responsible Operations



As sustainability becomes a defining force in global industry, Jubilant Ingrevia Limited is leading the transition toward greener practices in the specialty chemicals and life sciences sectors. We are focused on optimising raw material use, enhancing energy and water efficiency, and steadily reducing greenhouse gas emissions in line with our decarbonisation strategy. By embedding sustainability into every layer of our operations, we aim to generate lasting value for stakeholders while making a measurable difference to our shared ecosystem.

Climate Action

Our Approach

We understand that our stakeholders increasingly seek partners who prioritize environmental responsibility. That's why we are deeply committed to minimizing the environmental footprint of our operations, products, and value chain. Our initiatives focus on key areas such as climate resilience, energy efficiency, water stewardship, sustainable packaging, and biodiversity conservation ensuring that our solutions contribute positively to your sustainability goals. Our robust Environmental Management System ensures not just compliance with applicable regulations but also drives continuous improvement across all our sites. All our employees are provided with induction training covering aspects of sustainability and technical competencies to support safe, efficient, and responsible operations.

Oversight of environmental and climate-related risks is embedded across all levels of the organisation, with senior leadership regularly updating the Board to ensure alignment with our long-term sustainability

vision. Climate governance is integrated into Key Responsibility Areas (KRAs), enabling accountability from frontline teams to executive management. Emission-reduction goals are set at the site level and aligned with corporate ESG targets. At the strategic level, the Board-level Sustainability and CSR Committee conducts bi-annual reviews of progress on decarbonisation, regulatory preparedness, and overall ESG performance, reinforcing strong governance and climate resilience. The environmental compliance status for FY 2025 indicates no instances of non-compliance.

We have adopted UPDAPT, an ESG-focused software, to holistically track and report our environmental performance. As ESG expectations grow, the platform enables consistent, accurate, and analytics-ready data flows to support data-driven decision-making. Its intuitive dashboard offers a comprehensive view for strategic oversight, with predictive capabilities enhancing forward-looking planning.

Key Highlights

22% reduction in combined Scope 1 & 2 emissions from the base year FY 2023

25% reduction in Scope 3 emissions from FY 2024

6.7% reduction in Scope 1 emissions from FY 2024

25% reduction in total energy consumption from base year FY 2023 and **5%** reduction from FY 2024

45% water recycling achieved in FY 2025

100% of operational sites have undergone an environmental risk assessment

₹ 480 million saved in operational costs through the transition to cleaner fuels

₹ 310 million invested in sustainability-focused technologies

Energy Management

At Jubilant Ingrevia Limited, **"Making Every Watt Count"** goes beyond an operational philosophy and creates sustainable value for our stakeholders. Recognising that energy efficiency is not only environmentally prudent but also economically beneficial, we rigorously manage our energy use through targeted initiatives. In FY 2025, we executed 31 focused energy efficiency projects across our manufacturing operations and this transition led to 19 million units of renewable power usage. We aim to reduce specific scope 2 emissions by 27% by FY 2029, driven by increased use of renewable energy. Internal energy efficiency projects like Lean and Surge have delivered over ₹1,200 million in annual savings.

We have significantly scaled our use of renewable energy between FY 2023 to FY 2025, marking a deliberate shift away from fossil fuels. This transition, driven by solar, biomass, and green power solutions, strengthens our resilience to regulatory and market risks while advancing our long-term decarbonisation goals.

Energy intensity per rupee of turnover improved by 6.64% from FY 2024 to FY 2025, reflecting our commitment to operational efficiency. Tracking energy

intensity helps us assess efficiency relative to production and economic growth, enabling targeted actions for further optimisation.

In FY 2025, at our Ambernath, Gajruala and Nira sites, initially biomass was being used as a clean fuel alternative. However, due to changing economic conditions, biomass has now been replaced with coal, causing a temporary spike in emissions. While we continue to use biomass at our Savli site, we are also focusing on reversing coal usage and renewing low-carbon fuel strategies.

7% reduction in Total Direct Energy Consumption from Non-renewable energy sources (Coal, HSD, LSHS, etc.) in FY 2025

~5% reduction in Total Energy Consumption from FY 2024

35% of power will be sourced from renewables in FY 2026

Accelerating Renewable Energy Adoption at Bharuch SEZ Facility

As part of our decarbonisation commitment and long-term renewable energy roadmap, Jubilant Ingrevia Limited partnered with O2 Power, one of India's leading renewable energy players, to implement a hybrid renewable energy solution at the Bharuch facility. This builds upon earlier successful collaborations for renewable power sourcing at Gajruala and Savli units.

Activities Undertaken

- Entering into a long-term Power Delivery Agreement (PDA) with O2 Power
- Sourcing renewable electricity through the Open Access mechanism, blending wind and solar power for reliability
- Integration of the site into Jubilant Ingrevia Limited's broader green energy supply chain

Impact

- The partnership ensures that 50% of Bharuch SEZ's power requirements will now be met through renewable sources.

- With this addition, Jubilant Ingrevia Limited will achieve a milestone of overall 35% renewable power energy share across its major manufacturing sites (Savli, Gajruala, Bharuch).
- Supports carbon footprint reduction, accelerates India's transition to clean, sustainable energy, and delivers long-term value to our partners.

Results and Recognition

The Bharuch SEZ facility has emerged as a flagship site for green manufacturing within Jubilant Ingrevia Limited operational portfolio. Its advancements in renewable energy integration and digitalisation earned it recognition by the World Economic Forum (WEF) as a Global Lighthouse, a distinction awarded to industry leaders driving scalable innovation and sustainability. This collaboration with O2 Power not only underscores Jubilant Ingrevia Limited commitment to responsible energy transition but also positions the company as a future-ready, climate-conscious leader in the life sciences and specialty chemicals sector.

Energy efficiency improvement, waste heat recovery, process optimisation and alternate renewable energy sources are the major focus areas identified for energy conservation. There is a dedicated energy conservation team and the subject matter experts consistently working with structured approach to reduce energy cost across sites.

All these initiatives have enabled Jubilant Ingevra Limited to conserve significant amounts of energy, resulting in cost savings of ₹536 million during the reporting year.

These outcomes reflect our commitment to operational efficiency, sustainability, and responsible resource management.

Across sites

- Partnered with O2 Renewables to scale clean energy adoption at Savli, Gajraula, and Bharuch sites, enabling a 35% power energy mix at these locations through reliable renewable power supply.
- Reduction in steam consumption by replacing steam jet ejectors with dry vacuum pumps across all sites.
- Optimisation of incineration operation across all sites to enhance steam generation & fuel reduction.
- Installed IoT device for real time steam trap monitoring across all sites.
- The old centrifugal pumps have been replaced with new high efficiency pumps in process and utility to reduce energy consumption in products.
- Old IE2 motors replaced with new high efficiency IE3/ IE4 motors to reduce energy consumption in products.
- Heat integration systems have been implemented across all sites, enabling the reuse of vapour heat within processes to improve thermal efficiency.
- Resistant coatings have been applied to process furnaces and incinerators, minimizing heat loss and improving operational.
- Improvement in power reduction by Variable frequency drive (VFD) provision across the sites.
- Performance improvement of chillers by chemical dosing.



- Installation of run around coil at Bharuch to optimise steam and power consumption in the product.
- Improved usage of flash steam at Bharuch for reducing steam consumption in the products.



- New technology introduced has resulted in stoppage of one MEE & one incinerator at Gajraula
- Performance improvement of Turbine & boilers at Gajraula and Nira



- At Nira, approximately 70-80% of energy is sourced through third party solar, making it one of Jubilant Ingevra Limited's most solar reliant sites.



- The Savli site has been operating both its boiler and Hot Air Generator (HAG) on 100% biofuel, making it a long-standing contributor to sustainable thermal energy use.

Employee Engagement in Carbon Footprint Reduction

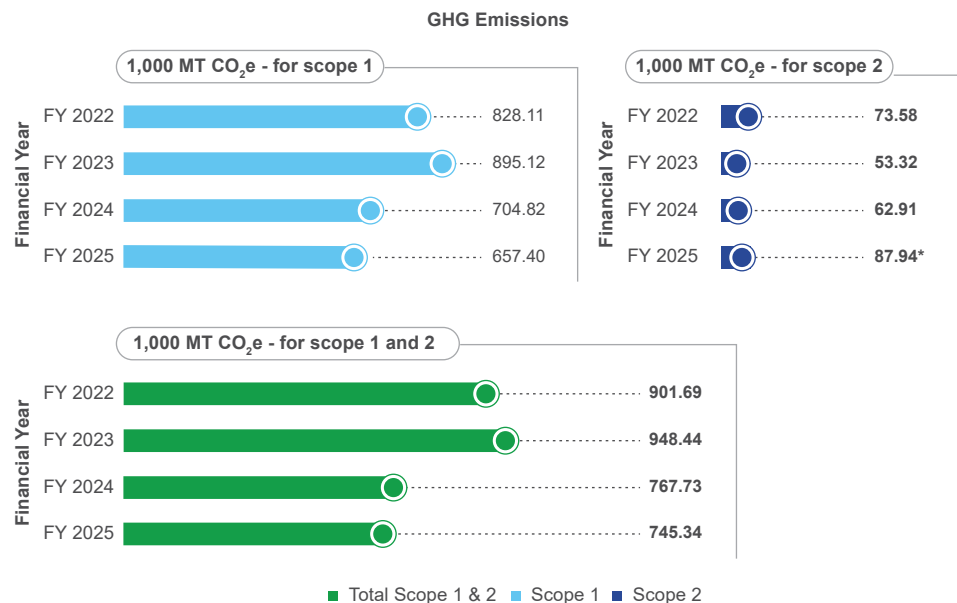
We encourage employees to actively contribute to reducing the facility's carbon footprint through awareness programs, training, and site level initiatives. World Environment Day is celebrated with theme based awareness sessions and campaigns, while ISO 50001:2018 certified sites like Bharuch and Gajraula host Energy Conservation Week, promoting energy saving practices among workers. At these sites, regular energy audits are conducted to identify gaps, followed by targeted action to improve energy efficiency and reduce emissions. External trainings are also facilitated to build awareness and empower employees with practical sustainability knowledge.



Emissions Management

Driven by stringent internal accountability, Jubilant Ingrevia Limited actively manages its greenhouse gas emissions as a core element of its sustainability strategy. With a revised emissions baseline of FY 2023 (from FY 2019) for FY 2025 and annual tracking aligned to the globally recognised GHG Protocol Corporate Standard, our decarbonisation efforts remain measurable, transparent, and performance driven. Emissions are monitored via automated, site-level system, that captures daily to monthly operational data including fuel types such as HSD, coal, and LSHS/FO which is then consolidated at the corporate level.

In FY 2025, we achieved significant progress in emissions reduction through targeted investments and operational enhancements across our facilities. Scope 1 emissions, originating from direct sources such as fuel combustion and company-operated vehicles, decreased by 6.7% compared to FY 2024. The increase in Scope 2 emissions is due to the transition from fuel-based operations to grid electricity. We have already partnered for renewable energy through PPAs and plan to expand these agreements further to accelerate the shift from grid power to renewables. Overall, combined Scope 1 and 2 emissions amounted to approximately 7,45,340 MT CO₂e during FY 2025, representing an overall decline of 5%.



*Includes location (79,110 tCO₂e) and market-based(8,825 tCO₂e) scope 2 emissions

Way Forward: 10MWe Cogeneration Power Plant with Biomass Integration

In line with our commitment to environmental sustainability and carbon footprint reduction, we are planning to commission a 10MWe cogeneration power plant featuring a 98 TPH Circulating Fluidized Bed Combustion (CFBC) boiler, designed to operate on a 50:50 mix of biomass and conventional fuels. The facility will be developed to meet Central Pollution Control Board (CPCB) and Gujarat Pollution Control Board (GPCB) standards, ensuring compliance with stringent regulatory norms. This initiative marks a significant step in our transition to cleaner energy systems, aligning with India's renewable energy and climate action goals under the National Bio Energy Mission.

The impact of this project extends beyond power generation, contributing significantly to the reduction of emissions and reinforcing our long-term decarbonisation objectives while maintaining energy reliability and cost efficiency. It will also deliver social value by creating employment opportunities and building a consistent demand for biomass sourced from rural communities. By aligning environmental progress with socioeconomic development, the plant stands as a model for sustainable industrial growth.

Environmental Impact

Biomass combustion is inherently carbon neutral, as the CO₂ released during

burning is offset by the CO₂ absorbed during the growth of the biomass. By replacing 50% of fossil fuel usage with biomass, the plant is expected to reduce CO₂ emissions by a potential of 40-50% compared to conventional fossil fuel based systems. Additionally, sourcing biomass locally lowers emissions associated with fuel transportation, further reducing the plant's overall carbon footprint.

Economic & Social Benefits

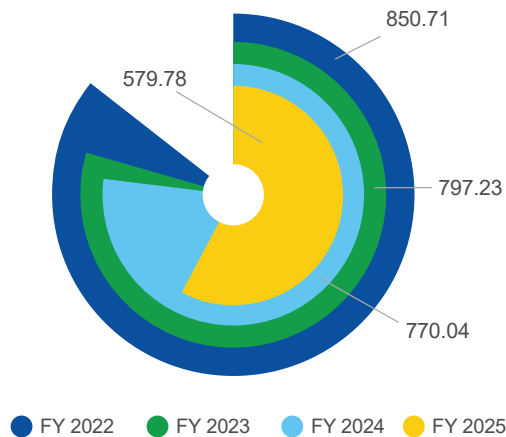
Reduced reliance on volatile fossil fuel markets leads to significant operational cost savings for the plant. Additionally, sourcing, preparing, and transporting biomass creates new employment opportunities in rural areas, thereby strengthening local economies. The diversification of fuel sources also enhances energy security by increasing resilience against market instability and geopolitical risks.

This 10 MWe cogeneration plant will set a clear benchmark for industrial sustainability by reducing emissions, creating rural livelihoods, and enhancing energy security. Its innovative use of biomass in large-scale power generation demonstrates how environmental responsibility and economic resilience can work together, offering a replicable model for India's low-carbon future.

We are actively collaborating with our suppliers and partners to enhance environmental compliance and track Scope 3 emissions, reinforcing our commitment to a low carbon growth pathway. Our dedication to comprehensive climate action includes evaluating and managing indirect (Scope 3) emissions across our entire value chain, from procurement to product usage. For FY 2025, we applied a spend-based and industry average calculation methodology to assess these indirect emissions. Preliminary results indicate a reduction of approximately 25% in Scope 3 emissions compared to the previous year. These insights, outlined below, will continue to guide our ongoing evaluations and future disclosures.

As a FY 2029 target, we aim to fully transition our diesel vehicle fleet to CNG vehicles in a phased manner, beginning from FY 2026. We aim to reduce scope 1 emissions by 18% by FY 2029, by decoupling it from our 18% production growth through targeted initiatives.

Y-o-Y Scope 3 Emissions (1000 MT CO₂e)



Recognising the broader environmental footprint of our products, we have conducted cradle to gate Product Carbon Footprint (PCF) for 22% (~28 products) of Jubilant Ingrevia Ltd.'s overall product portfolio in accordance with ISO 14067:2018 and independently verified. The assessment enables informed action to reduce climate impacts, meet global customer expectations, and enhance ESG performance. A cradle to gate PCF covers GHG emissions from fuel, energy, waste, water, supply chain, and biogenic sources. By 2028, we aim to establish PCFs for 80% of our product portfolio.

Climate Risk Assessment

In FY 2025, we conducted a comprehensive climate scenario analysis to assess both physical and transition risks across our direct operations.

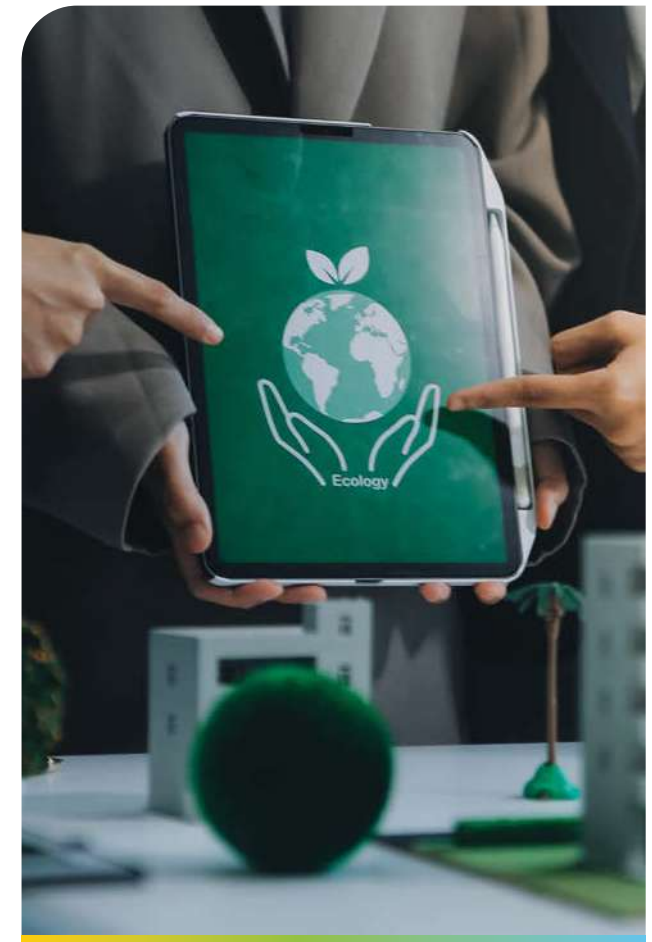
The findings are integrated into our annual enterprise risk assessments, helping us strengthen climate resilience and ensure our business remains future-ready.

Physical Risk Assessment

Jubilant Ingrevia Limited has undertaken a comprehensive assessment of physical climate risks across its five operational sites, applying scenario analysis aligned with SSP1-2.6 (low), SSP2-4.5 (moderate), and SSP5-8.5 (high) climate pathways. The study considers short-term (2030), medium-term (2050), and long-term (2100) horizons, using advanced tools such as the WRI Aqueduct and the World Bank Climate Change Knowledge Portal to evaluate exposure to water stress, floods, heatwaves, cyclones, sea-level rise, and urban flooding.

These analysis provide site-specific insights into hazard

intensity and potential impacts, enabling the development of targeted adaptation strategies. The assessment highlights that water stress represents a very high risk at four out of five sites across all scenarios and timeframes, underscoring the need for proactive water management and resilience planning.



Transition Risk Assessment

We have undertaken scenario-based transition risk assessments to address the evolving regulatory and market landscape, leveraging the IEA's Stated Policies Scenario (STEPS) and Net Zero Emissions by 2050 (NZE) pathway. The analysis covers short-term (2025-2030), medium-term (2031-2040), and long-term (2041-2050) horizons, with a focus on policy shifts, technology adoption, and stakeholder expectations.

The assessment considers key risk and opportunity indicators, including alignment with national decarbonisation targets (NDCs), dependence on fossil fuels, renewable energy trends, and potential barriers to low-emission technologies. Findings indicate that CO₂ price and misalignment with decarbonisation targets represent high transition risks, highlighting the importance of proactive mitigation measures and strategic planning to safeguard long-term business resilience. To know more, please refer to our detailed TCFD Report 2025

Pathway to a Low-Carbon Future

We recognise that climate change poses both material risks and strategic opportunities for our business. Its effects ranging from acute weather disruptions to long-term shifts in resource availability can influence every facet of our operations, supply chains, and customer markets. In response, we are strengthening our climate action roadmap to support a low-carbon transition that aligns with global net-zero ambitions.

We are committed to managing and reducing our greenhouse gas (GHG) emissions in line with a 1.5°C trajectory, in support of the goals outlined in the Paris Agreement. Our climate strategy is anchored in operational decarbonisation, energy transition, and

innovation in sustainable chemistry. This includes clear pathways to reduce Scope 1, 2 and 3 emissions, with defined reduction targets.

To drive this transition, we invested approximately 310 million during the reporting period in environmental infrastructure and sustainability-led technologies.

Water stress risks, identified through our physical risk assessment, are being addressed through proactive measures. Currently, three of five sites operate with Zero Liquid Discharge (ZLD), and ambitious targets have been established to reduce overall water consumption.

This investment strategy prioritised investments in:

Renewable energy, including solar and biomass integration across manufacturing sites.

Energy and resource efficiency through process intensification and low carbon technologies.

Circular economy models, including valorisation of by-products and closed-loop systems.









Green chemistry to design cleaner, safer, and lower-emission alternatives.

Conduct a carbon capture and storage technology (CCS) feasibility to understand the benefit and challenges.

We have embedded climate responsibility into our decision-making by introducing an internal carbon price of USD 26 per ton of CO₂e. This globally benchmarked approach ensures that capital investments are assessed through a low-carbon lens, enabling us to

prioritize sustainable technologies and anticipate future regulatory shifts. The funds generated are reinvested into renewable energy infrastructure and energy efficiency projects, accelerating our transition towards a low-carbon future.

In addition to these measures, our operational systems are anchored in internationally recognised standards, including ISO 14001:2015 (Environmental Management), RC 14001 (Responsible Care), and ISO 50001:2018 (Energy Management). By integrating these frameworks across business functions, we ensure environmental performance is rigorously monitored, managed, and continually improved, transforming sustainability from a compliance requirement into a culture of operational excellence.

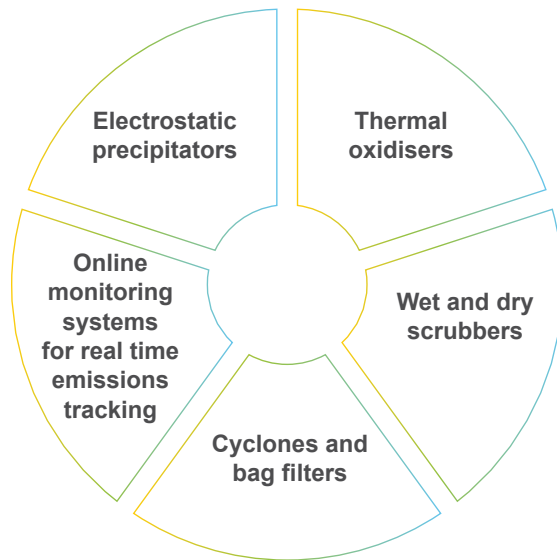
	Environmental, Health & Safety (EHS) Policy
	Sustainability Policy
	Responsible Care Policy
	Biodiversity Policy
	Energy Policy
	Climate Change Mitigation Policy
	Green Supply Chain Policy
	Good Manufacturing Practices Policy

Air Quality Management

We carry out air quality monitoring through authorised agencies to ensure emissions remain within regulatory thresholds. These efforts help protect surrounding communities, maintain process stability, and uphold the quality that our customers rely on.

During FY 2025, we maintained rigorous monitoring of key air pollutants including Nitrogen Oxides (NOx), Sulphur Oxides (SOx), Particulate Matter (PM10 and SPM), and Volatile Organic Compounds (VOC).

To address these concerns, we have implemented a suite of engineering controls across our manufacturing units. These include:



16% reduction in SOx emissions from FY 2024

All emissions are managed within prescribed limits, and corrective actions are triggered automatically in case of deviation from operational thresholds. To enhance air quality performance, we implemented several targeted reduction programs across sites. These included technology upgrades, process redesign, and cleaner fuels integration. Major initiatives undertaken this year include:

Gajraula

At Gajraula, we enhanced energy recovery by installing a Waste Heat Recovery Boiler, enabling us to utilise process heat more efficiently and reduce fuel consumption. Additionally, we discontinued the use of spray dryers and slop boilers. Instead, we adopted an integrated emission control system using scrubbers, thermal oxidisers, and incinerators significantly reducing odour emissions from process vents.

Nira

At Nira, we implemented measures to improve boiler efficiency. The use of fuel additives in the boilers has helped optimise combustion and contributed to a notable reduction in emissions.

Ambernath

In Ambernath, structural changes were made to the boiler system by blocking the furnace area. This adjustment led to a decrease in briquette consumption and has directly supported lower air emissions from the site.

~10% reduction in Ozone Depleting Substances from FY 2024

Ozone Depleting Substances (ODS)

Jubilant Ingrevia Limited does not manufacture products that use or release ozone depleting substances. In line with applicable regulations of the land, the use of banned ODS is being phased out across our operations to ensure safer and more responsible offerings. ODS emissions, where applicable, are due to usage in older refrigeration and chiller systems. These are being phased out in a structured manner to support more sustainable operations for our customers and stakeholders.

Noise Management

Jubilant Ingrevia Limited regularly monitors and manages noise emissions across all operational sites to ensure compliance with applicable environmental standards and to safeguard employee well-being.

Noise Monitoring and Compliance

Ambient and work zone noise levels are measured monthly by a NABL accredited and CPCB approved laboratory. The monitoring covers company boundary areas as well as designated work zones. All measured parameters consistently remain within prescribed regulatory limits, reflecting the effectiveness of the Company's noise control measures.

Noise Control and Mitigation

To reduce noise at source, diesel generator (DG) sets and other high-noise equipment are enclosed with acoustic insulation systems designed for environmental noise abatement. Equipment layout and plant design also integrate noise minimisation considerations.

Preventive Maintenance

A Standard Operating Procedure (SOP) is in place for the operation and maintenance of DG sets, which are a primary noise source. The preventive maintenance plan includes regular inspection of vibration and noise levels to identify and replace parts that may cause abnormal noise. Noise monitoring results are reviewed periodically to ensure continued performance and compliance.



Responsible Operations

Water Stewardship in Manufacturing

For a life sciences company like Jubilant Ingrevia Limited, water is not just a resource, it is fundamental to our operations, essential for manufacturing processes, laboratory activities, and ensuring stringent quality and safety standards. Recognising increasing pressures on freshwater availability, especially in water-stressed regions, we have embraced water stewardship as a core aspect of our sustainability strategy. Jubilant Ingrevia Limited's water strategy is data-driven and tailored to regional water conditions, enabling us to set bold targets for reducing specific water and enhancing water recycling. Also, goals set are aligned with the SDGs, NDCs, and key initiatives under NITI Aayog, underscoring our commitment to sustainable resource use.

Water at our manufacturing sites is sourced through a diverse mix of borewell, surface, and third-party supply, tailored to each site's geography. Gajraula and Savli rely on borewell water, Bharuch draws water via the GIDC pipeline (Narmada Canal), Nira accesses water from a nearby river, and Ambernath is served through a municipal pipeline supply. This diversified sourcing ensures operational resilience and enables localised water management strategies.

Additionally, to proactively identify and mitigate risks associated with water scarcity, quality, and accessibility, we conducted detailed water risk assessments using internationally recognised tools such as the WWF Water Risk Filter and WRI Aqueduct. These assessments were carried out

across all our manufacturing locations, with special attention to regions classified as 'critical' by local authorities. As per the Central Ground Water Authority (CGWA), our Gajraula unit is situated in a groundwater-stressed area, requiring heightened governance and intervention.

We further supported these evaluations with hydrogeological studies, especially in the Gajraula district, to assess the broader hydrological impact of our operations. Based on the findings, we implemented watershed level interventions including adoption of 149 ponds and construction of rainwater harvesting systems, thereby enhancing local aquifer recharge potential and moving toward long-term water security for the region.

Water Withdrawal, Consumption & Digital Monitoring

Jubilant Ingrevia Limited sources water through a diversified mix including surface water, groundwater, rainwater, and third-party municipal supply, depending on site specific availability. To ensure judicious water use, we monitor withdrawal and discharge at all sites, with net water consumption calculated as the difference between the two.

Recycled water at our facilities is reintegrated into operations, thereby contributing to overall consumption. As this volume is reused within processes rather than withdrawn anew, our monitoring emphasizes withdrawals and discharges rather than direct consumption.

In addition, several of our manufacturing sites are already equipped with rainwater harvesting systems, where the collected water is stored and utilised in operations, though structured monitoring mechanisms are still being developed. We are committed to expanding rainwater harvesting across all manufacturing facilities by FY 2029.

Water withdrawal by source	Units	FY 2023	FY 2024	FY 2025
Groundwater	Million m ³	2.43	1.81	1.75
Surface Water	Million m ³	1.69	1.60	1.23
Third-party water (Municipal Water)	Million m ³	0.02	0.03	0.01
Total Withdrawal	Million m³	4.14	3.44	2.99

Effluent Quality and Responsible Discharge

All treated effluent is thoroughly monitored to ensure it meets the prescribed limits set by local regulatory authorities. We regularly test for key water quality indicators such as Biological Oxygen Demand (BOD), Chemical Oxygen Demand (COD), Total Suspended Solids (TSS), Total Dissolved Solids (TDS), and pH. These parameters are validated both through in-house monitoring systems and independent third-party laboratories to ensure full compliance and transparency.

To minimise dependence on freshwater sources, we actively recycle and reuse treated water across our operations wherever feasible. Three out of five facilities i.e. Gajraula, Nira & Ambarnath operate with Zero Liquid Discharge (ZLD) systems, ensuring that no untreated effluent leaves the premises. In locations where ZLD is not yet implemented,

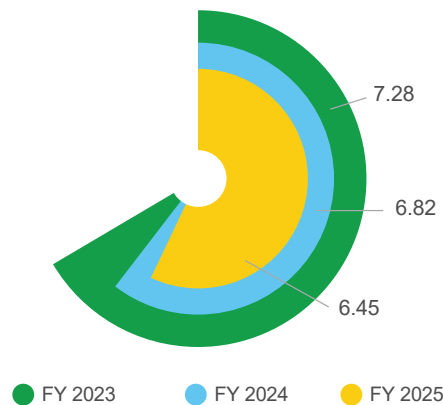
we ensure safe and compliant disposal through authorised channels:

- At our Bharuch site, treated effluent is discharged via the Gujarat Industrial Development Corporation (GIDC) pipeline.
- At the Savli facility, effluent is sent to a government-certified Common Effluent Treatment Plant (CETP) for further treatment before final disposal.

Water intensity per turnover improved by 20% in FY 2025, underscoring our focus on efficient water use and sustainable operations.

We are steadily increasing our water recycling rate by adopting circular water practices. Through strategic investments in onsite treatment infrastructure and process optimisation, we have improved our water recycling and reuse rate to 45% over the reporting period. We aim to achieve 47% recycling of water by FY 2029.

Water intensity in terms of physical output KL/ total production



Water Norm Reduction for ZPTO (Zinc Pyrrithione)

To optimize water usage in the manufacturing process of Zinc Pyrrithione (ZPTO), the facility implemented a water conservation initiative. This involved recycling water recovered from Multiple Effect Evaporators (MEE) and Agitated Thin Film Dryers (ATFD) back into the cooling tower system. By minimising the use of freshwater for cooling tower make-up and top-up, the initiative resulted in a substantial reduction in overall freshwater consumption. As a result, approximately 6,100 kiloliters of fresh water were saved in FY 2025.

13% reduction in total Water withdrawal from FY 2024

~41% reduction in Water discharge by source from FY 2024

20% reduction in water intensity per turnover from FY 2024



Site Wise Water Initiatives for FY 2025:

In FY 2025, our water recycling and reuse efforts improved significantly increasing by 13%, from the last year. This progress is the result of focused water conservation initiatives at our major manufacturing sites:

Gajraula, Uttar Pradesh



A surface water runoff collection pit with a storage capacity of 700 KL has been constructed to support groundwater conservation.

We monitor groundwater before and after the monsoon season through a network of 46 observation wells spread over a 10 km radius, helping us take preventive and corrective measures to avoid depletion.

Three rainwater harvesting structures, each equipped with recharge borewells capable of recharging 450 m³/day, have been built outside the plant premises to help replenish groundwater levels.

As part of our commitment to regional water conservation, we have adopted 149 ponds in and around the Gajraula district and developed a rainwater harvesting structure to support recharge. Permeate recovery from CT-RO (RO-1) and PT-RO (RO-2) was enhanced through segregation of influent streams, improving water efficiency across operations.

Bharuch, Gujarat (Special Economic Zone - SEZ)



Rooftop and rainwater harvesting systems have been implemented within the site.

We expanded the effluent treatment capacity at Unit-4 from 140 KLD to 280 KLD, and the reverse osmosis plant from 300 KLD to 360 KLD, to enhance recovery and reuse of treated water.

A new treatment unit in the Agro division, with a capacity of 30 KLD, now enables recycling of treated water for cooling tower use.

Efforts continue to maximise the recycling of treated water in Units 1 and 2 using advanced recovery systems.

Nira, Maharashtra



One of our lagoons, with a capacity of 6,500 m³, has been adapted for rainwater harvesting with the use of a protective liner. Over 57% of treated water and cooling tower discharge is recycled through reverse osmosis, significantly reducing freshwater dependency.

Savli



Rainwater harvesting structure with two recharge bore-wells is constructed to recharge the surface runoff water of admin building and lawn with a capacity of 7.25 KLD has been established.

A 3,000 KL rainwater recharge reservoir has been constructed to capture surface runoff from unutilised land, enabling its reuse as raw water for plant operations.

Employee Awareness and Behavioral Interventions

At Jubilant Ingrevia Limited, employee awareness and behavioral change are key to advancing water conservation across our operations. As part of our ISO 14001:2015 certified environmental management system, we conduct regular trainings and audits to reinforce responsible water use. Site-level interventions such as sensor-based and push-button taps at our Savli facility help reduce wastage through smart design. In addition, we organize awareness campaigns, including "Save Water" initiatives, and creative skits and sessions on World Environment Day, to foster a culture of conservation among employees.

Waste Management

At Jubilant Ingrevia Limited, we are committed to managing waste responsibly across our operations. We track all waste through a weighbridge system and monitor it using our LN ERP software to ensure accurate and transparent reporting. Hazardous waste is recorded daily, while non-hazardous waste is tracked as per operational needs. Guided by the principles of Reduce, Reuse, and Recycle, we aim to minimise our environmental impact and promote circular practices. This approach supports regulatory compliance, protects local communities and ecosystems, and reflects our responsibility towards all stakeholders.

Integrated Waste Management Across Operations

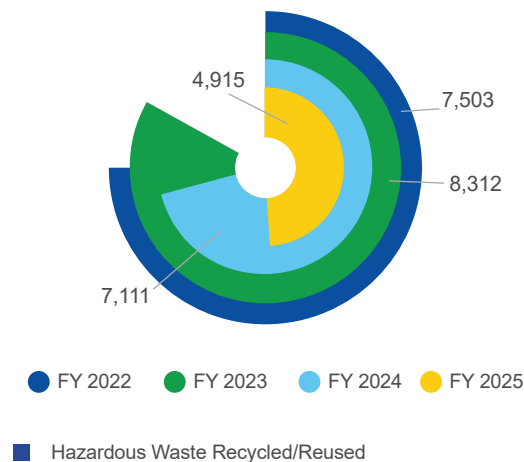
We adopt a structured, data-driven approach to manage various categories of waste including hazardous, non-hazardous, biomedical, and electronic waste. Waste is either directed to authorised disposal channels or recovered through internal or third-party mechanisms depending on its type, regulatory requirements, and feasibility of reuse or recycling. Waste is segregated at source using color-coded bins across all facilities, with centralised scrapyards designated for temporary storage of both hazardous and non-hazardous waste, ensuring safe and compliant handling.

We ensure responsible handling of legacy and intermittent waste streams such as used oil, batteries, and sludge. Used oil and batteries are sent to authorised PCB approved recyclers, while sludge from STPs is repurposed as organic manure wherever feasible. Hazardous waste is primarily directed to co-processing or incineration, with only about 5% sent to landfill, strictly through CPCB certified facilities. This approach minimises environmental impact while ensuring full regulatory compliance.

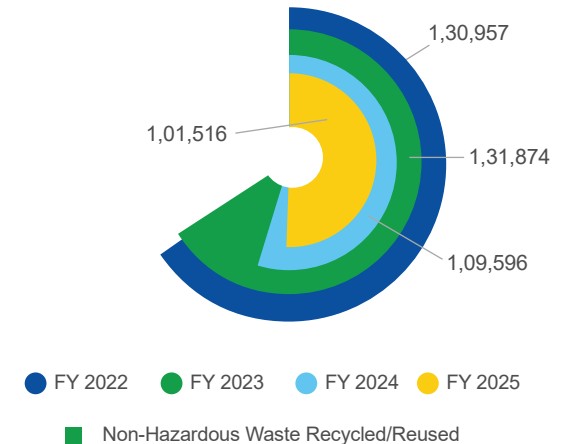
To enhance sustainable waste management practices, we implemented a new initiative for the disposal of concentrated inorganic raffinate. Previously, this waste was managed through an in-house spray drying system. The updated approach involves pre-processing the raffinate for co-processing in cement plants, carried out by CPCB approved pre-processing agencies. This method not only ensures environmentally responsible disposal but also significantly reduces air emissions and prevents odor issues in and around the facility.

12% reduction in waste sent to secured landfill from FY 2023.

Hazardous Waste Diverted from Disposal (MT)



Non-Hazardous Waste Diverted from Disposal (MT)



To further embed circular thinking at the operational level, our manufacturing sites undertook customised waste minimisation projects, reflecting our commitment to localised innovation and measurable impact.

At the Nira facility, we maximised the reuse of hazardous waste generated during the production of ethyl acetate and acetic anhydride. Instead of sending this waste for incineration to MEPL as done earlier, it is now being responsibly used in cement manufacturing and reprocessing- helping reduce environmental impact and promoting circularity.



Zero Waste to Landfill Commitment

At Jubilant Ingrevia Limited, our approach is grounded in strict adherence to regulatory requirements, continuous enhancement of waste management practices, and bringing awareness across the entire value chain. We recognise the critical importance of reducing our waste footprint at every stage of the production process.

We have set a bold and measurable target to achieve Zero Waste to Landfill (ZWL) across all five manufacturing sites by FY 2029. The waste will be systematically minimised, reused, recycled, or recovered through sustainable and innovative methods.

This commitment reflects our dedication to minimising environmental impact, conserving natural resources, and aligning with global sustainability standards and circular economy principles.

We aim to achieve ZWL certification and >99 % waste recyclability by FY 2029 with FY 2024 as the baseline

Strategies to Achieve Zero Waste to Landfill (ZWL)

To realize our ZWL goal, we will implement a multi-faceted approach, including:

- **Waste minimisation at Source:** Optimizing raw material usage and process efficiencies to reduce waste generation from the outset.
- **Technology Integration:** Upgrading existing technologies and adopting new, cleaner production technologies to enhance resource efficiency and reduce waste.
- **Segregation and Recycling:** Establishing robust waste segregation systems at all sites to facilitate effective recycling and reuse of materials.

- **Waste-to-Resource Initiatives:** Exploring innovative waste valorisation techniques such as converting organic waste into bioenergy or other valuable by-products.
- **Supplier and Stakeholder Engagement:** Collaborating closely with suppliers and partners to promote sustainable practices throughout the value chain.
- **Employee Training and Awareness:** Conducting regular training programs to instill a culture of waste reduction and sustainability among employees.
- **Continuous Monitoring and Improvement:** Implementing rigorous waste tracking and reporting systems to identify opportunities for further waste reduction and process optimisation.

Through these comprehensive strategies, Jubilant Ingrevia Limited is committed to not only achieving Zero waste to Landfill but also to obtaining third-party accreditation, thereby setting new benchmarks in sustainable manufacturing practices in the chemical industry.

Raw Materials Sourcing

To stay cost-effective while meeting customer expectations for quality and sustainability, we focus on the efficient use of raw materials across operations. A key raw material used in our manufacturing process is molasses, a biogenic by-product of sugar industry. Based on our most recent life cycle carbon footprint study, products such as Pyridine and its derivatives, when produced through the ethanol-based (biogenic) route, exhibit a significantly lower carbon footprint compared to those produced using the conventional, energy-intensive acetaldehyde-based process.

In addition to molasses, other major raw materials include alcohol and process chemicals, along with

renewable inputs such as press mud and corn cob, further reinforcing our commitment to sustainable sourcing.

Packaging Innovation and Logistics

Sustainable packaging is a cornerstone of our waste reduction strategy and a key driver in enhancing supply chain resilience. We are dedicated to implementing circular packaging solutions that not only minimise environmental impact but also deliver tangible value to our customers. We collaborate with our key vendor partners to monitor their use of recycled and virgin materials and assess their waste management practices, ensuring alignment with our sustainability standards and supporting overall resource efficiency.

We continue to expand the use of reusable and recyclable packaging across our product portfolio, reducing environmental impact while maintaining reliable and consistent packaging for customers. The increased adoption of bulk tanker shipments has further contributed to sustainability by significantly lowering packaging material usage and reducing logistics-related emissions. In addition, non-hazardous packaging waste including fly ash, metal, plastic, paper, and wood is responsibly managed through structured recycling and reuse programs, in collaboration with certified third-party vendors promoting greater resource efficiency across the value chain.



Biodiversity Conservation and Ecosystem Stewardship

As a global player in chemical sector, we understand that biodiversity is closely linked to the stability of our operations and long-term growth. Our operations rely on critical ecosystem services such as reliable freshwater availability, healthy soils, and climate regulation, all are sustained by diverse and resilient natural ecosystems.

At the same time, intact ecosystems act as buffers against risks like extreme weather, droughts, and flooding, helping safeguard our sites and supply chains. We adhere to the Wildlife Conservation Act, 1972, and are committed to maintaining compliance across all sites.

By integrating biodiversity considerations into our business strategy and collaborating with local communities and scientific partners, we aim to ensure the long-term preservation of natural ecosystems across our operations. We are committed to achieving No Net Loss of biodiversity at our sites and are actively advancing towards a Net Positive Impact through targeted conservation and restoration initiatives. To systematically evaluate how our operations interact with natural ecosystems, Jubilant Ingrevia Limited has adopted the LEAP approach (Locate, Evaluate, Assess, Prepare) as recommended by the Taskforce on Nature-related Financial Disclosures (TNFD) to conduct a comprehensive biodiversity risk assessment, covering both dependency- and impact-related risks across all core manufacturing locations. Furthermore, biodiversity-related risks have been integrated into the company's enterprise-wide, multi-disciplinary risk management framework.

Biodiversity risk management process

To deliver on these commitments, Jubilant Ingrevia Limited has adopted the LEAP approach (Locate, Evaluate, Assess, Prepare) recommended by the TNFD, supported by a structured site-screening and biodiversity risk evaluation process.

Site-specific screening approach

- The biodiversity assessment covered all five major manufacturing units, with a total land footprint of 422.7 hectares. Each site was assessed for its proximity to protected areas, key biodiversity areas (KBAs), and ecologically sensitive zones using the Integrated Biodiversity Assessment Tool (IBAT) and national geospatial datasets.

Jubilant Ingrevia Limited location covered under the assessment

Location	State	Land Area (ha)	No. of Sites
Gajraula	Uttar Pradesh	187.3	1
Nira	Maharashtra	67.9	1
Bharuch	Gujarat	125.7	1
Savli	Gujarat	40.4	1
Ambarnath	Maharashtra	1.4	1

Total area assessed: 422.7 ha (Five sites)

Risk Assessment

- We conducted a comprehensive assessment using the Integrated Biodiversity Assessment Tool (IBAT) to evaluate the sensitivity of our operations to biodiversity risks such as Protected Areas and Key Biodiversity Areas within 20 km zone. Through this tool, we also examined all major manufacturing locations within a 50 km buffer zone to determine the occurrence of critically endangered, endangered, and vulnerable species.
- Using tools such as the WWF Biodiversity Risk Filter, ENCORE, and the Ecosystem Services Review (ESR), Jubilant Ingrevia Limited systematically mapped natural capital linkages and identified both sector-specific and site-specific biodiversity risks. We evaluated dependencies (e.g., freshwater, soil, climate regulation) and impacts (e.g., air emissions, chemical discharge, land-use change) across operations.

Key findings from the biodiversity assessment ensures nature-related risks are identified, monitored, and mitigated alongside regulatory, operational, and financial risks.

Biodiversity Management Plan

Jubilant Ingrevia Limited has developed a Biodiversity Management Plan (BMP) to ensure nature-related risks are identified, monitored, and mitigated alongside regulatory, operational, and financial risks. The BMP is designed to support our commitment to No Net Loss (NNL) by embedding biodiversity considerations into site management and supply chain practices.

- Risk-based approach: Actions are prioritised according to the level of risk identified in the biodiversity screening of each site.
- Mitigation actions and site-level biodiversity considerations have been included in management plans for each sites.

Assessment Overview

Through our assessment we have identified all 5 sites have significant biodiversity impacts. Across its five major manufacturing sites, Jubilant Ingrevia Limited's biodiversity assessment identified of 87 Critically Endangered, 162 Endangered, and 239 Vulnerable species within a 50 km radius. The Ambarnath and Bharuch sites recorded the highest concentration of threatened species, highlighting the need for targeted biodiversity management in these locations.

Impact on Sites

Aspects	No of Sites	Total Land Area (ha)
Sites with significant biodiversity impact	5	422.7

IUCN Red List Species

Business Operations	IUCN Red List Species		
	Critically Endangered	Endangered	Vulnerable
Gajraula	12	19	26
Baruch	25	50	66
Nira	11	21	39
Savli	8	10	28
Ambernath	31	62	80

Protected Areas: 0
Key Biodiversity Areas: 0

The biodiversity assessment highlighted that freshwater resources are the most critical ecosystem service, with consistently high dependency and impact across all operational sites. While air quality maintenance and water purification were identified as moderate dependencies, but cause significant impacts, indicating the need for targeted interventions. Notably, even services with low dependency, such as global climate regulation, registered high impact levels, reflecting broader systemic environmental challenges.



Impact and Dependency of Jubilant Ingrevia Limited operations

Site Name	Risk Category	Dependency Level	Impact Level
Ambernath	Freshwater	High	High -
	Maintenance of air quality	Medium	High -
	Water purification and waste treatment	Medium	High -
Bharuch/ Gajraula/ Savli/Nira	Crops	Medium	High -
	Freshwater	High	High -
	Maintenance of air quality	Medium	High -
	Global climate regulation	Low	High -
	Water purification and waste treatment	Medium	High -

+ Positive Impact, - Negative Impact

Mitigation Strategy

To operationalize these goals, we have adopted a structured mitigation hierarchy and aligned its approach with Avoid, Reduce, Restore, Regenerate, Transform framework. This integration enables us to proactively manage biodiversity-related risks while also identifying opportunities for positive environmental outcomes.

Avoid

Prevent exposure to biodiversity and regulatory risks.

- Avoid sourcing molasses and starch-based inputs from suppliers with high-deforestation-risk
- Avoid operating in World Heritage areas and IUCN Category I-IV protected areas

- Air & Water Pollution Prevention: Avoid emissions and discharges near residential or ecologically important areas using early-stage design safeguards (closed-loop systems, vapor recovery units).

Reduce

Lower emissions, resource use, and compliance risks.

- Reduce Scope 1 & 2 emissions by reducing the usage of fossil fuel and switching to renewables. Reduce energy consumption and emissions in chemical reactions through catalytic process improvements or by shifting to green chemistry principles.
- The plant has proactively adopted a robust set of water adaptation strategies to enhance operational water resilience. These initiatives include the implementation of closed-loop systems in water-intensive processes, execution of comprehensive water audits in alignment with the Central Ground Water Board (CGWB) framework, utilisation of recycled process water, and development of on-site water treatment infrastructure with Zero Liquid Discharge (ZLD) achieved at three out of five sites. In addition, rainwater harvesting systems have been established to effectively leverage seasonally available water resources.

Regenerate

Support natural capital and resilient sourcing systems.

- In FY 2025 alone, our dedicated efforts resulted in the planting of 0.57 million trees across our operational sites and surrounding communities, significantly contributing to ecosystem resilience and recovery.
- Promote regenerative agriculture in sourcing regions (e.g., for sugarcane/molasses) to restore soil and water cycles.

- Rainwater Harvesting & Recharge: Enhance groundwater recharge via rainwater harvesting structures, especially in water-stressed locations.

Restore

Rehabilitate ecosystems and local environments.

- Restore land near plant sites impacted by past industrial activity; enhance riparian vegetation around effluent channels.
- Air Quality Corridors: Restore urban or peri-urban tree cover to mitigate plant emissions and restore natural air purification functions.

Transform

Embed sustainability in core business and governance.

- Increase Green Cover by Plantation of 0.91 million trees wrt to baseline year 2019 by FY 2029
- Shift toward low-carbon, bio-based product portfolios in life sciences and chemicals.
- Compliance to REACH, FAMI-QS, KOSHER, FSSC 22000 and other industry standards. Enhance ESG disclosure via BRSR Core, TCFD, and TNFD reporting.

Regulatory Compliance and Environmental Responsibility

We operate in a highly regulated environment where maintaining compliance is not just a requirement, it is central to how we do business. Adhering to all relevant laws and regulations allows us to protect our license to operate, build trust with stakeholders, and ensure long-term business continuity. Any failure to comply, or

changes in regulatory policies or enforcement procedures, could increase operational costs, delay product approvals, or affect our ability to serve customers effectively.

To manage this, we have established a comprehensive Compliance Management System that ensures timely and accurate compliance with applicable laws across all functions. In FY 2025, we enhanced this framework by introducing a web-based compliance tracking tool, 'Conformity', hosted on our intranet. For regulatory alignment, we have partnered for compliance management platform, which serves as a centralised tool for monitoring GHG emissions, legal obligations, and health and safety compliance. The portal features automated alerts and pop-up notifications prompting responsible teams to track, validate, and submit data across all applicable ESG domains. This integrated system enables real-time monitoring, improved accountability, and streamlined compliance reporting across all sites.

We also maintain a dedicated compliance team whose deep expertise enables us to meet both domestic and global regulatory requirements. This ensures that compliance is not just about meeting obligations but also about enabling business competitiveness. To keep teams across functions informed, we conduct regular training and orientation sessions that provide updates on new regulatory developments and changes in existing laws.

In addition, we proactively engage with regulatory authorities to address any pending approvals or queries in a timely manner. Potential risks due to delays in obtaining approvals are carefully assessed and factored into our business planning process. We have also built a structured

approach to tracking non-compliance across departments, with special focus on areas that directly affect our environmental performance. Our environmental compliance framework is guided by the precautionary approach, where risks are anticipated, and preventive actions are implemented well in advance. This includes close monitoring of all relevant parameters and timely corrective action wherever needed.



5

Inclusive Social Impact



- Skilled and Safe Workforce
- Building a Diverse & Equitable Workplace
- Community Relations & Development





At Jubilant Ingrevia Limited, social responsibility starts with our people and extends across our value chain. We are dedicated to creating a safe, inclusive, and respectful workplace, upholding human rights, and aligning with the UN Global Compact and Sustainable Development Goals. Through strong policies, ethical practices, and continuous engagement, we deliver long-term value for our employees, communities, and stakeholders. Through the Jubilant Bhartia Foundation, we focus on driving change at the grassroots level, with initiatives designed around key SDGs to ensure a sustainable and inclusive impact on the communities around our manufacturing locations.

Skilled and Safe Workforce

Our Approach

At Jubilant Ingrevia Limited, workplace safety is integral to our operational excellence and the trust we build with our customers and partners. In sectors like healthcare, nutrition, and life sciences, where reliability is non-negotiable, we are committed to protecting people at every stage of our value chain. Our approach to Occupational Health and Safety (OHS) is proactive, system-led, and anchored in leadership accountability. We target zero-harm workplaces through rigorous processes, preventive practices, and continuous training tailored to the risks of chemical manufacturing.

All individuals, including employees, contractors, and visitors, are covered under our safety management systems. To ensure consistent implementation, we have deployed a trained OHS team across locations and conducted regular internal audits, as well as third-party safety inspections where applicable. All visitors receive a mandatory safety briefing

before entering any site, reinforcing our commitment to safety awareness at every level. Our Board updates weekly on significant safety matters, while the Sustainability and CSR Committee reviews safety performance monthly demonstrating leadership-level accountability in safeguarding every person connected to our business.

Launched in 2024, Project Apollo is our flagship initiative to enhance safety across all sites, and to bring to life a company-wide safety transformation program focused on four pillars: Workplace Safety, Process Safety Management, Digitalisation of Safety Systems, and Cultural Safety. This initiative reflects our goal of achieving zero harm and to build a resilient safety culture across our operations.

Key Highlights

Zero work-related fatalities reported across all operations

Zero Incidents of discrimination, child labor, forced labor, or human rights violations

3.9 Average Trainings Man-Days per Employee in FY 2025

80% of operations with local community engagement programs

3% increase in female representation overall / in leadership roles

Workplace Safety and Process Safety

Embedding Safety Across Our Operations

Given the nature of our manufacturing and chemical operations, we adhere to a comprehensive Environment Health & Safety (EHS) policy, aligned with global best practices and local regulations. To embed safety as a core business value, key EHS performance indicators are integrated into the goals of our CEO & MD, COO, and plant leadership. This top-down commitment is reinforced through regular audits, near-miss reporting, and root-cause analysis, driving continuous improvement. Our safety systems are aligned with ISO 45001:2018 and further strengthened by investments in automation, process safety, and emergency preparedness.

Employees are empowered through behavior-based safety programs, toolbox talks, and mock drills that build awareness and confidence. On the ground, several proactive initiatives reinforce this safety first culture, ensuring that safety is not just a protocol but a shared mindset across our operations. On the ground, several proactive initiatives reinforce this safety-first mindset, including:

Active Safety Committees at all locations

Daily 'Safety Buzz' briefings and Monthly Safety Themes

Safety Moments at the start of every meeting

Regular health talks and targeted safety trainings

Hazard identification and reporting through the Sanchetna digital platform

Rewards and Recognitions for employees as well as for workers on safety contributions

Implementing safety management systems

Process Safety Management (PSM) Implementation

In addition to the safety management system, we have successfully implemented robust Process Safety Management (PSM) standards by creating a Corporate Apex committee. Each element of the PSM standards is championed by dedicated corporate owners, while site teams ensure on-ground implementation and compliance.

Key initiatives that constitute our Process Safety architecture include Hazard Identification, Risk Assessment, Management of Change (MoC), and Recognised and Generally Accepted Good Engineering Practices (RAGAGEP). These are systematically embedded across operations to elevate our process safety standards to global benchmarks.

In FY 2025, we conducted comprehensive cross-site and inter-site PSM audits to evaluate adherence to process safety protocols and identify areas for improvement. A dedicated team of 4-5 auditors have been assessing sites against multiple standards, including process safety practices, roles and responsibilities (R&R) policies, and incident investigation procedures. The audit scores are released across all participating sites, promoting transparency and internal benchmarking. As a direct outcome of these efforts, we observed a measurable reduction in process safety incidents, reflecting enhanced awareness, preparedness, and risk management across teams. The implementation of these structured audits and accountability mechanisms has strengthened safety culture and demonstrated Jubilant Ingrevia Limited's proactive investment in continuous safety performance improvement.

Safety Committees

Safety committees are established at every Jubilant Ingrevia Limited site with joint representation from both workers and management, including the EHS team, plant leadership, and contractor partners. These forums play a critical role in reviewing EHS standards, procedures, and policies to ensure effective implementation. Quarterly site-level safety committee meetings focus on

identifying plant-specific challenges, addressing safety concerns, and evaluating safety requirements. Additionally, bi-annual contractor safety meetings are held with all contract workers to understand their safety-related challenges and gather feedback. Health and safety topics are also integrated into local formal agreements with trade unions at manufacturing sites. This collaborative structure reinforces a culture of shared responsibility and proactive risk management across all levels.



Kranthi Kumar Reddy
Process Safety Lead



Jubilant Ingrevia Limited's unwavering focus on process safety reflects our deep-rooted commitment to operational excellence, risk mitigation, and sustainable growth. Through robust systems, continuous training, and a culture of vigilance, we ensure that every process is designed and executed with safety at its core. Our proactive approach to hazard identification and control fosters resilience, protects our people and assets, and reinforces our responsibility toward the environment and surrounding communities. At Jubilant Ingrevia Limited, process safety is not just a protocol - it's a promise we uphold every day.





Behavior-based safety

To strengthen on-ground safety practices, we have implemented a series of behavior-based safety (BBS) initiatives. These initiatives empower employees and contractors alike to take ownership of safety and actively prevent incidents before they occur.

- The "Suraksha Mitra" (Safety Buddy) Program: Each employee is assigned 2-3 contract workers to mentor and monitor for safe practices. Regular counselling ensures engagement and awareness.
- Contractor Safety Supervision: Dedicated safety supervisors oversee contract workers with a focus on toolbox talks, PPE compliance, audits, and on-ground supervision.
- 12 Life-Saving Rules: Strictly enforced, these non-negotiable rules are part of union agreements. Violations may lead to termination, reinforcing our zero-compromise approach to safety.
- Zero-Meeting Safety Rounds: Site leadership and their direct reportees conduct mandatory two-hour plant safety rounds to actively observe and address safety issues.
- Empowerment Act: All site heads have issued formal statements empowering every employee to stop any unsafe operation immediately, ensuring shared accountability.
- Permit Ownership Shift: For projects and long shutdowns, permit authority is delegated to line management, with the safety team ensuring compliance via regular field audits.
- In-House Safety Supervisors: Dedicated shop floor safety personnel are deployed to identify unsafe acts and conditions, raise immediate alerts and halt operations when necessary.



Kunwar Pal
Deputy Manager Safety



At Jubilant Ingrevia Limited, safety is a shared responsibility and a fundamental part of our operational ethos. Every day, we engage with hazardous materials and complex processes, and our commitment to maintaining a robust safety culture is unwavering. Safety ownership is embraced across all levels of the organisation—from senior leadership to frontline employees. We encourage proactive reporting of near misses and emphasize continuous learning from incidents to prevent recurrence. Our safety culture is built on values that extend beyond individual protection. It reflects our dedication to safeguarding our colleagues, our communities, and the environment—both within and beyond the boundaries of our facilities.

Our EHS Assurance Function is a key aspect of our safety management framework. This function is driven by a cross-functional team that brings together diverse expertise to assess site-level EHS performance, identify systemic risks, and drive continuous improvement. Through rigorous audits, real-time compliance tracking, and integrated assurance mechanisms, we uphold global best practices in safety, health, and environmental stewardship.

Systematic Hazard and Risk Management

We approach hazard and risk identification as a continuous, enterprise-wide process integrating into every layer of our operations. Jubilant Ingrevia Limited proactively identifies and mitigates long-term health and operational hazards such as chemical exposure, fire risks, high-temperature, runaway reactions etc and has designed safeguards to minimise these risks. To strengthen our process safety strategy, we leverage PHA Pro, a specialized HAZOP software, which enables detailed hazard and operability studies. This tool plays a vital role in systematically identifying and managing operational risks. Hazards are systematically identified and mitigated through a range of processes that ensure the safety of both employees and workers:

- Scheduled workplace safety inspections across all sites
- Safety checks of critical equipment to ensure operational integrity
- 100% of our operational sites undergo structured safety risk assessments, including methodologies such as HAZOP, LOPA, JSA, and FMEA, to systematically identify, evaluate, and mitigate potential risks associated with operations.
- Regular meetings at department, site, and corporate levels
- External audits and inspections by qualified safety experts
- Gap analysis of established EHS standards



Pradeep Kumar Nagar
Associate Director - EHS



Jubilant Ingrevia Limited's Bharuch site exemplifies our commitment to sustainable growth through safety, responsible operations, environmental stewardship, and community engagement. The team's proactive approach to safety and innovation continues to drive positive impact across all dimensions of safety & sustainability.

All our sites are equipped with dedicated Occupational Health Centers, staffed by qualified Factory Medical Officers (FMO) trained in Occupational Health and Advanced Cardiac Life Support (ACLS), along with BSc/GNM Nurses trained in Basic Life Support (BLS). Every employee undergoes a pre-employment health check-up and annual medical examinations, in line with regulatory requirements. All reported occupational illnesses are thoroughly investigated to determine root causes. In addition, all employees & workers at our manufacturing facilities have access to basic healthcare services, including treatment for common ailments such as fever and cold. This initiative supports continuous well-being and helps maintain productivity across operations.



All identified hazards are systematically recorded in 'Sanchetna', our internal digital platform. Corrective and Preventive Actions (CAPA) are assigned, monitored, and reviewed through this system to ensure timely and effective closure. All incidents, including First Aid, Medical Treatment Cases, Restricted Work Cases, Lost Time Injuries, Fire Incidents, and Dangerous Occurrences, are meticulously recorded in our in-house Incident Reporting and Investigation System (IRIS). Each incident undergoes a comprehensive investigation, led by cross functional teams, to identify root causes using tools such as 5WHY and Fishbone analysis, ensuring thorough and effective corrective actions.

We apply a strict hierarchy of controls to mitigate risks:

Elimination → Substitution → Isolation → Engineering Controls → Administrative Controls → PPE

CAPAs are developed in line with this structure. To maintain continuous improvement, internal and external audits are conducted routinely to identify risks and close safety gaps promptly ensuring a safe workplace for our people and reliable outcomes for our customers.

Our commitment to EHS is matched by consistent investment - 31 million in FY 2025 - underscoring our belief that strong safety performance is essential not just for operational excellence but also for sustained stakeholder trust.

Occupational Health and Safety Trainings

To prevent unsafe acts and conditions, we conduct regular Occupational Health and Safety (OHS) training and awareness workshops covering key topics such as PPE, SDS, chemical safety, electrical safety, fire safety, and permit-to-work systems. These sessions are conducted for both employees and workers across all operational sites. In addition, safety training kiosks have been installed at all five manufacturing facilities to ensure on-the-spot training for field employees and visitors.

In FY 2025 alone, we invested 2,51,629 hours in safety learning, reinforcing our commitment to workforce protection.

We at Jubilant Ingrevia Limited are committed to ensuring that all workers - permanent or contract are equipped to work safely and confidently. Contract workers receive clear, practical training in accessible language, tailored to their day-to-day tasks. Permanent employees undergo more detailed, role-specific training to support deeper technical understanding. Guided by a structured Training Matrix, this differentiated approach ensures that safety awareness and compliance are consistently maintained across our diverse workforce.

In addition to workforce training, safety drills and fire preparedness sessions are regularly extended to local communities around our manufacturing sites, particularly in Nira and Gajraula. Under the 'Jansanchetna' initiative, we conduct resource mapping and disseminate emergency preparedness plans with neighboring communities to build local resilience. These community focused engagements aim to raise awareness especially among women and children ensuring they are well-informed and equipped to respond effectively during emergencies beyond the factory gates.



Mayank Sharma
Production Manager



I believe Jubilant Ingrevia Limited truly places safety at the forefront. Its safety culture reflects a unified commitment across the organisation-where shared values, beliefs, attitudes, and behavior ensure that safety is consistently prioritised, clearly communicated, and seamlessly integrated into daily operations by everyone.



Safety Awareness and Communication

Each month, we roll out plant-level safety campaigns focused on specific themes to build awareness and engagement. These campaigns include fire safety training, interactive quizzes, and group discussions. A key highlight in our annual safety calendar is National Safety Week (March 4-10) every year, during which we conduct extensive process safety trainings, hands-on demonstrations, and site-wide awareness drives.

Leadership plays a pivotal role in reinforcing our safety culture. Monthly town halls, led by the CEO & MD, and COO, serve as strategic platforms to review safety performance, share critical learnings, and drive accountability across all levels of the organisation. Progress is documented through monthly safety reviews ensuring alignment with Jubilant Ingrevia Limited broader EHS goals.

Jubilant Ingrevia Limited proudly achieved zero lost time injuries in FY 2025.

We achieved a remarkable 48% reduction in safety incidents, reflecting our unwavering commitment to workplace safety.

To further embed a robust safety culture, we have implemented targeted programs across all manufacturing locations:

- Safety Month celebrations included employee engagement initiatives and workplace safety trainings.
- A 360-degree learning system ensures that key takeaways from internal and external incidents are shared across the organisation.
- A real-time incident alert system enables immediate communication of critical safety events across sites.
- A third-party safety expert has been engaged to further strengthen our safety management systems.
- Our Monthly Safety Theme Program, covering 8 high-risk areas, attracted over 200 participants per session and includes audits, inspections, mock drills, and quizzes.
- Through our Safety Rewards and Recognition (R&R) Policy, we encourage proactive safety behavior. The Spot-On Award recognises individuals who consistently uphold and demonstrate outstanding safety practices at work.

Future Planned Initiatives

Looking ahead, Jubilant Ingrevia Limited is strengthening its safety and sustainability learning ecosystem through digitally enabled, structured training platforms. One key initiative is the launch of a Safety Excellence Academy - a comprehensive e-learning initiative designed to standardise safety knowledge and practices across the organisation, similar to our HR training framework. In addition, we are collaborating with the British Safety Council to roll out certified courses in areas such as sustainability, defensive safety, and risk management. These programs will be mandatory for senior leadership and open to relevant functions across the organisation, reinforcing our commitment to continuous learning, global best practices, and leadership accountability in EHS performance.

Zero Fatalities
Zero Lost Time Injuries

Responsible Inclusive Growth 2026 (RIG-26)

We are driving strategic initiatives that enhance socio-economic value for all stakeholders while minimising our environmental footprint. As part of this commitment, we have launched 'RIG-26' (Responsible Inclusive Growth), a company-wide program through which cross-functional teams have identified key ESG focus areas, each with defined targets to be achieved by FY 2026. These priorities are closely aligned with our business objectives and contribute meaningfully to our commitment toward the UN Sustainable Development Goals (SDGs).

Pillar Vision for FY 2026

1. **Sustainable Growth (Purpose Driven Growth):** Strategizing and implementing initiatives that help reduce the Carbon footprint of our operations; conceptualising and implementing community development initiatives to bring measurable change in society
2. **Gender Diversity:** Hiring of more female candidates in various roles and capacities, so as to ensure that at least 8% of employees are women
3. **Multi Skilling through Training and Rotation:** Identifying and strengthening leadership pipeline across the organisation through training, multiskilling and job rotations
4. **Financial Growth:** Doubling the revenue while keeping sustainable business practices at the core

Culture of Care & Wellbeing

Our Approach

We firmly believe that our people are the foundation for our sustained growth and success. Recognising their vital contribution, we place their well-being at the core of our organisational priorities. To support this, we are committed to offering comprehensive employee benefits that promote holistic development and enhance overall quality of life.

We maintain a workplace where talent is empowered and recognise through global opportunities, structured performance reviews, and a culture of continuous feedback. Our HR teams, present across corporate and manufacturing sites, anchor this commitment guided by strong policies and a clear Code of Conduct focused on development, retention, and long-term engagement.

Employee Support Programmes

Our employee support programmes framework includes a range of monetary and non-monetary offerings, aligned with statutory requirements and designed to support our employees both personally and professionally.

Silver Oak, our dedicated employee wellness partner, offers a variety of wellness services designed to support employees and their family members. These services are provided with complete confidentiality, ensuring privacy and peace of mind.

Services offered are:

- Phone, video, and in-person counselling including family members in diet & nutrition, legal, and financial matters
- Mindfulness activities
- Stress control online courses

- Work life services (relocation/ childcare/ pet care etc)
- Assessments related to stress management
- Blogs/ journals/ podcasts/ webinars/ expert insights

These services are accessible through both a web platform and a mobile app, enabling convenient support from anywhere. Moreover, we have the following initiatives in place to support our workforce:

Physical Well-being:

We promote healthy lifestyles through regular health webinars and fitness events, including yoga sessions, cricket leagues, volleyball tournaments, and marathons.

Working Conditions

- Flexible working hours with a two-hour window to support work-life balance
- New Mother Transition Plan to ensure a smooth return to work after maternity leave

Furthermore, according to Factory Act we closely monitor our workers' working hours (maximum 48 hours per week) through punch in/out system at the entry gate and ensure that all overtime is compensated in full compliance with statutory requirements.

Leave Benefits

- 36 weeks of maternity leave in line with statutory norms
- 30 days of all-purpose leave
- 10 days of hospitalisation leave

We provide and encourage to avail paid annual leave in line with statutory requirements and encourage employees to utilise it to support their mental and physical well-being.

Childcare Facilities:

On-site crèches at plant locations and partnerships with external childcare providers for corporate offices – Noida and Greater Noida.

Insurance and Mediclaim:

Employees and their families are covered through Group Mediclaim insurance, along with disability and invalidity coverage under the GPA and Life-term Insurance policies. Worker are covered under the EC policy through the contractors.

Freedom of Association

We uphold every employee's right to freedom of association and collective bargaining as part of our commitment to fair and ethical workplace practices.

Our manufacturing sites including Gajraula, Bharuch, Nira, Savli, and Ambarnath comply with local labor laws that safeguard these rights. Our collective agreements cover key aspects such as health and safety, career management, non-discrimination and anti-harassment measures, and overall working conditions, ensuring that employee voices are respected and their well-being remains a shared priority. Our Supplier Code of Conduct mandates supplier due diligence, regular union engagement, and transparent grievance mechanisms across our operations and value chain.

11.3% of our permanent workforce is covered by collective bargaining agreements.

Training & Development

At Jubilant Ingrevia Limited we invest in continuous learning and skill development through a comprehensive Learning Management System (LMS) that provides employees with access to a wide range of training programs and resources. The Company also partners with reputable external institutions to offer specialized training in technical, managerial, and ESG topics. Ongoing upskilling and leadership development ensure our human capital is

prepared to meet current and future business needs.

Our development programmes span leadership development, cultural education, digital transition support, and transition programmes for retiring or exiting employees. Leadership development is central to this approach. Through programs like Edge, Excelerate, and Elevate, we nurture talent at every level, empowering leaders to drive innovation, foster inclusion, and lead responsibly.

Classroom training is a cornerstone of our Learning and Development strategy, offering an interactive space for collaboration, dialogue, and real-time feedback. These sessions focus on safety, technical expertise, and behavioural development—ensuring our workforce remains skilled, agile, and future-ready.

By investing in classroom learning, we strengthen competencies and build leadership pipelines that embed sustainability into decision-making—creating lasting value for our people and stakeholders.

Skill Upgradation

We also maintain a culture of continuous improvement and problem-solving through structured programs based on the globally recognised Six Sigma belt certification framework. These certifications ranging from White and Yellow Belts, which build foundational knowledge, to Green and Black Belts, which equip employees to lead data-driven improvement projects are central to our operational excellence strategy. Guided by our mantra, “everywhere, everyone, everytime,” we empower employees at all levels to contribute meaningfully to process transformation. As of March 31, 2025, our Centre of Excellence comprises of 7 Black Belts, 65 Green Belts, 108 Yellow Belts and 111 White Belts each playing a key role in driving sustainable business impact. Internal platforms like our monthly newsletter Symphony help connect employees across locations and reinforce a shared purpose.



Building a Diverse & Equitable Workplace

Our People, Our Strength

Our Human Resource team plays a strategic role in fostering a culture of leadership, transparency, and continuous growth. Internal platforms like our monthly newsletter Symphony help connect employees across locations and reinforce a shared purpose. In FY 2025, we onboarded 235 new employees, including 206 males and 29 females, with approximately 35% under the age of 30, reflecting our commitment to building a future-ready workforce. To ensure a smooth entry process, we have our SUPER-X pre-onboarding and Aarambh onboarding programmes that have successfully improved our new joiner experience.

Complementing these initiatives, our employee-centric approach continues to support workforce stability, with an attrition rate of 18.2% in FY 2025.

	FY 2025		
Age	<30 years	30-50 years	> 50years
Total New Hires (Males & Females)	79	147	9

Total Manpower **2,139**

Total New Joinees **235**

Performance Management and Appraisal

Jubilant Ingrevia Limited's performance management follows a structured annual appraisal cycle, anchored by Key Performance Indicators (KPIs) and a Management by Objectives (MBO) approach for employees across all levels. For senior leadership, a 360-degree feedback mechanism is in place to ensure holistic evaluation and accountability. At both manufacturing sites and the corporate office, individual and team performance is assessed through a mid-year and annual review process, based on predefined KRAs and goals set at the beginning of the year.

Through initiatives like the 'Applause' recognition program and the Chairman's Annual Awards, Jubilant Ingrevia Limited fosters a culture of appreciation and high performance. This is further reinforced by continuous feedback, a pay-for-performance philosophy, and role-based career progression, enabling employees to realise their full potential while contributing meaningfully to the organisation's success. As part of our formal succession-planning process, critical roles across grades and locations are regularly reviewed, and candidate pipelines generated to ensure leadership continuity.

In FY 2025, 100% of employees will Undergone regular performance and career development reviews.



Incentives

Annual and long-term incentives provided to the employees including CEO & MD.

Culture of Belonging and Diversity

We are committed to maintaining a workplace where diversity is embraced and all individuals are treated with fairness, dignity, and respect regardless of gender, caste, religion, race, disability, or sexual orientation. As our major operations are based out of India and the Majority of our workforce are Indians (more than 99%)

and the remaining (< 1%) are from (China, Nepal, Belgium and USA).

Guided by our Equal Opportunity Policy and Code of Conduct, we uphold zero tolerance for discrimination and harassment. In FY 2025, no cases related to discrimination were reported. Regular Code of Conduct training, accessible grievance redressal, and a neutral Ombudsperson channel ensure a safe and accountable workplace.

While domestic peers in the chemical industry average around 9% gender diversity, Jubilant Ingrevia Limited has set a significantly more ambitious benchmark. As part of its long-term diversity and inclusion agenda, the company has publicly committed to achieving 12% women’s representation by FY 2029. It is progressively advancing toward this goal by embedding fair, transparent, and inclusive practices across the employee lifecycle.

This year, we partnered with Great Place to Work (GPTW) Pvt. Ltd. and earned the GPTW certification with an impressive overall score of 87%. In addition, we conducted a women-specific pulse survey, where our women workforce appreciated the organisation’s focus on gender sensitization, leadership commitment, and POSH awareness.

1 case related to discrimination were reported In FY 2025.

1,880 Employees

259 Workers

Workforce Distribution

Employees, Gender and age Workforce distribution

Category	FY 2025		
	< 30 years	30-50 years	>50 years
Male	198	1,278	282
Female	41	73	8
Total	239	1,351	290

Workers, Gender and age Workforce distribution

Category	FY 2025		
	< 30 years	30-50 years	>50 years
Male	1	105	153
Female	0	0	0
Total	1	105	153

Encouraging our women in our workforce (8% women target as stated)

Jubilant Ingrevia Limited continues to advance gender inclusion through focused actions across recruitment, development, and support. This year, we welcomed ~30 women across functions, increasing overall women’s representation to 6.5% in the reporting year and we plan to increase this by 8% by FY 2026 with a target to reach 12% by FY 2029. To build inclusive leadership, we introduced the Women Buddy Programme, providing professional support and guidance.

We have introduced a slew of women-friendly initiatives and launched diversity promoting policies to support our drive towards greater women’s participation. To further strengthen our commitment to gender equity, several key initiatives were undertaken:



WINGS – Women Inclusion and Growth Support

WINGS is a strategic initiative dedicated to advancing gender diversity and fostering an inclusive culture across the organization. The program is designed to empower women, create equal opportunities, and build an environment where diversity thrives. It is structured around four key pillars: Hiring, Capability Building, Culture, and Infrastructure, ensuring comprehensive support for women at every stage of their career journey.

Key Components of WINGS

1. Hiring

- **Ascend:** A returnship program that enables women to rejoin the workforce after a career break, offering structured opportunities to restart their professional journey.
- **Campus Hiring:** Focused engagement with women-centric campuses for branding and recruitment, including initiatives like UNSTOP – ‘InnovateHer Challenge’ for Women in Manufacturing, to attract young female talent.
- **Retention Strategy:** Committed to maintaining gender balance by replacing every women exit with a women hire.

2. Capability Building

- **Leadership Development:** Empow(H)er sessions to sensitize employees on gender allyship and inclusion. The Wharton Women’s Executive Leadership Program was launched to empower senior women leaders to drive meaningful organizational impact.

- **Shop-Floor Ready Apprentices:** Preparing women apprentices for technical and operational roles, ensuring readiness for manufacturing environments

3. Culture

- **New Mother Transition Plan:** To support a smooth return to work post-maternity. This helps balance professional responsibilities with the demands of new motherhood.
- **Inclusive Workplace:** Initiatives like DIVE - Diverse Inclusive Voices Empowered, featuring speaker-led sessions, leadership talks, and external women leader engagements. DIVE promotes awareness and sensitization around all forms of inclusion - covering gender, race, socio-economic background, disability, and more - reinforcing our commitment to a workplace where diversity is valued and respected.
- **Inclusive Employer Branding:** Positioning the organization as an employer of choice for women through strong social media presence and advocacy.
- **Women4Women Buddy Program:** A dedicated council that fosters support, networking, and empowerment among women, creating a safe space to share, connect, and grow.

4. Infrastructure

Developing workplace infrastructure tailored to women’s needs and priorities, ensuring safety, convenience, and inclusivity across all facilities.

Gender Pay Assessment

At Jubilant Ingrevia Limited, we are firmly committed to fostering gender pay equity, a cornerstone of our broader diversity, equity, and inclusion (DEI) agenda. Our compensation framework is anchored in a Pay-for-Performance philosophy, complemented by external market benchmarking to maintain competitiveness and attract diverse, high-caliber talent. In FY 2025, we have conducted a comprehensive third-party gender pay assessment aimed at evaluating pay equity across the organisation. The assessment indicated that average hourly fixed pay of women at an overall Organisational level is (14.73%) more than men.

We remain dedicated to strengthening gender equity through targeted interventions, including inclusive recruitment practices, structured leadership development programs for women, and continuous monitoring of pay equity metrics. We recognise that achieving meaningful and lasting progress requires sustained commitment, systemic inclusion, and unbiased decision-making across all stages of the employee lifecycle.

100% FTE Gender Pay Assessment

6.5% women in workforce; target 8% by FY2026

9.4% women in management; target 10% by FY2026

Living Wage Commitment

At Jubilant Ingrevia Limited, we are committed to fostering equitable and fair compensation practices across our workforce. We ensure that all employees receive remuneration above the statutory minimum wages, with no discrimination based on gender, age, or employment category. Our compensation framework supports both regulatory compliance and employee well-being through transparent pay structures and periodic market benchmarking.

To strengthen this commitment, the Company has internally conducted a Living Wage Assessment aligned with Asia Floor Wage methodology evaluate compensation levels across its operations. The assessment showed that 99.7 percent of our workforce earns a monthly average salary above the living wage.

Jubilant Ingrevia commits to defining the living wage benchmark for all operational locations and assessing the wage structure of full-time employees with a focus on promoting equitable and dignified livelihoods across our operations.

Human Rights

Our commitment to human rights reflects the values we share with our stakeholders - integrity, respect, and responsibility. Through our Business Code of Conduct, accessible to all employees, we embed ethical behavior into our organisational culture. To maintain this commitment, all new joiners receive Code of Conduct training, and refresher sessions are conducted annually for existing employees. Every new employee formally acknowledges the Code, reinforcing our zero-tolerance approach to discrimination, child labor, or forced labor. Dedicated HR teams oversee human rights compliance across all locations, supported by periodic assessments conducted every three years as part of our ongoing due diligence. During the reporting period, one case related to the Prevention of Sexual Harassment (POSH) was reported and is being addressed in accordance with the company's zero-tolerance policy and established grievance redressal mechanism.

To further uphold these values, we have implemented a robust Whistle Blower Policy and established an independent Ombudsperson Office that empowers all employees to voice concerns without fear. The

Ombudsperson, accessible via a secure portal and dedicated email, provides a neutral and confidential channel for addressing grievances efficiently. We are pleased to report that no human rights or corruption-related cases were reported during FY 2025.

Additionally, all security personnel, including third-party staff, are thoroughly trained on Jubilant Ingrevia Limited policies, including human rights standards, to ensure responsible and effective performance. They receive first responder and fire safety training at all manufacturing sites, along with foundational guidance on citizen rights and human rights as outlined in our Code of Conduct. To reinforce these principles and address any concerns, we conduct regular grievance redressal and awareness sessions through our 'Security Darbar' platform, fostering a culture of accountability and respect at the frontline.

Human Rights Risk Assessment (HRRRA)

At Jubilant Ingrevia Limited, we uphold the fundamental dignity, safety, and rights of all individuals across our value chain. Our approach to human rights is anchored in globally recognised standards, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Labor Organisation (ILO) Core Conventions, and the Ten Principles of the UN Global Compact (UNGC). We are committed to embedding these principles into our governance, operations, and stakeholder engagement practices.

In FY 2025, we undertook an independent Human Rights Risk Assessment (HRRRA) as a part of our rotational three-year cycle in partnership with a third-party expert to proactively identify and evaluate

actual and potential human rights risks within our operations and among high-risk stakeholder groups. This assessment marks a key step in strengthening our ability to proactively evaluate potential human rights risks within our operations and among our key stakeholder groups, and to strengthen our organisational readiness to prevent, mitigate, and address adverse impacts.

The HRRRA covered 100% of our operational footprint, including all manufacturing sites, corporate offices, and R&D units. In addition, the assessment extended to Tier-1 suppliers, contractual workforce, and vulnerable groups such as women, migrant workers, local communities, and security personnel.

This holistic approach enabled a 360-degree view of the human rights ecosystem across our value chain.

Coverage Summary	% of total assessed in last three years	% of total assessed where risks have been identified	% of risk with mitigation actions taken
Own Operations	100%	100%	100%
Contractors and Suppliers-Tier 1	100%	100%	100%



Focus areas for Human Risk Assessment



Working Conditions



Grievances



Child Labor



Forced Labour/Human Trafficking



Right to Freedom of Association and Collective Bargaining



Discrimination and Harassment



Health and Safety



Local Community



Security Forces



Data Privacy

Our Human Rights Risk Assessment (HRRR) Methodology

Jubilant Ingrevia Limited adopted a structured and evidence-based HRRR methodology. This assessment designed to identify, prioritise, and mitigate risks proactively.

The approach included:

- 1. Policy and Documentation Review:** Desktop review was conducted to evaluate company-wide policies, codes of conduct, and standard operating procedures related to human rights.
- 2. On ground Validation:** Site level documentation verification and in-depth stakeholder interactions were held at both the corporate and manufacturing site levels to gather contextual insights.
- 3. Targeted Stakeholder Engagement:** Focused consultations were carried out with functional teams, contract workers, and vulnerable stakeholder groups to understand lived experiences and identify at-risk areas.

4. Risk Scoring Framework: Each potential risk was evaluated using a three-dimensional framework:

- **Likelihood:** Based on the presence or absence of relevant policies, systems, training, and awareness among stakeholders.
- **Scale:** The severity of potential impact on affected individuals or communities.
- **Scope:** The breadth of the risk's impact across the workforce or other stakeholder groups.

5. **Human Rights Risk Register:** All findings were consolidated into a structured Risk Register, with assigned ownership, specific mitigation actions, defined timelines, and mechanisms for regular monitoring and review.

HRRR Matrix

This framework highlights and evaluates Potential Human Rights Risks. The assessment found no instances of direct human rights violations across operations. Therefore, no site-specific remediation measures.



Mitigation Strategy

To address potential labor rights risks, workplace inclusion gaps, and compliance challenges, Jubilant Ingrevia Limited has implemented a stepwise mitigation strategy aligned with global human rights principles, regulatory requirements, and industry best practices, supporting employee welfare and responsible business conduct:

1. Development and Implementation of Standard Operating Procedures (SOPs)

Institutionalise site-specific SOPs covering age verification, contractor onboarding, freedom of association, equal employment opportunities, grievance management, and remediation protocols at all manufacturing sites.

Develop SOPs in collaboration with site teams and leadership to ensure practical application and adherence to applicable laws and Jubilant Ingrevia Limited Code of Conduct.

2. Strengthened Documentation and Record Management

Robust systems for documentation of contractor due diligence, age-verification checks, grievance reporting, and audit trails have been established.

Internal audits and third-party assurance cover compliance areas to ensure transparency and continuous monitoring.

3. Training and Awareness Building

Mandatory human rights and ethical labor training integrated into induction and ongoing refresher programs for all employees and contractors.

Specialise training on zero tolerance for child labor, forced labor, discrimination, and workplace safety for all site managers, HR, and procurement teams.

Programs such as Project Apollo promote workplace safety and inclusive culture.

4. Grievance and Remediation Mechanisms

Confidential grievance redressal systems, POSH and whistleblower channels to address discrimination, harassment, forced labor, and other human rights concerns.

Periodic monitoring and analysis of grievance data to ensure timely resolution and drive systemic improvements.

Site-level community grievance mechanisms and consultations foster transparency and social license.

5. Inclusive Management Practices and Infrastructure

Upgrade of site infrastructure with ramps, signage, and accessible restrooms for differently-abled persons.

Implementation of gender inclusion processes, equal pay reviews, and supportive policies for work-life balance.

6. Monitoring, Audit Systems, and Reporting

Regular site-level internal audits combine with external assurance of sustainability and human rights performance.

Use of digital tools for real-time risk identification and corrective action management.

Periodic reporting of human rights and labor metrics to senior management and stakeholders ensures accountability and continuous progress.

Zero Tolerance for Child and Forced Labor

We maintain a strict zero-tolerance policy against child labor, forced labor, and human trafficking. No individuals under the age of 18 are employed at any of our sites, and we do not engage with suppliers or partners who violate these principles. All employees and contract workers undergo age verification at the

time of onboarding. New suppliers are screened through a robust due diligence process, which includes checks for exploitative practices, unsafe working conditions, and potential human rights risks. Our Supplier Code of Conduct clearly prohibits any form of child or forced labor, and compliance is ensured through regular audits and assessments.

In FY 2025, there were no reported or identified cases of child or forced labor across our operations. We reinforce these commitments through supplier engagement, employee training, and transparent grievance mechanisms. Additionally, we support community development programs that address root causes of labor exploitation by improving access to education, vocational skills, and livelihood opportunities creating long-term, sustainable impact.

0 cases of child or forced labour across our operations

Respecting Indigenous Rights and promoting Fair Competition

At Jubilant Ingrevia Limited, we operate across diverse regions in India, and with that comes a deep respect for the cultural heritage and rights of local and Indigenous communities.

We are pleased to report that no incidents involving violations of Indigenous rights occurred during the reporting period. We collaborate with regulatory bodies, government agencies, NGOs, and industry associations to contribute constructively to public policy discussions. By participating in these forums, we advocate for progressive policies that align with our values and the interests of our customers, communities, and industry.

We are committed to fair and transparent competition, ensuring that every market interaction is guided by our Code of Conduct. Employees are strictly prohibited from engaging in any form of anti-competitive behavior or misuse of trade association memberships. Recognising the global focus on ethical competition, we updated our Code in FY 2021 to explicitly include guidelines on anti-competitive conduct. In FY 2025, we maintained a clean record with no legal actions related to anti-trust, monopoly, or anti-competitive behavior, reinforcing our commitment to doing business the right way.

Ethical and Resilient Supply Chain

At Jubilant Ingrevia Limited, building a sustainable supply chain is fundamental to delivering responsible, future-ready solutions. Guided by our Green Supply Chain Policy and Supplier Code of Conduct, we expect every supplier to integrate environmental stewardship into their operations, comply with all applicable laws, uphold safe and decent working conditions, prevent bribery and corruption, and conserve resources. By embedding these principles into our sourcing strategy, we ensure that our partners reflect the same high standards we set for ourselves—strengthening the resilience and integrity of our value chain.

Our Approach to Supplier Selection and Management

We foster long-term partnerships with suppliers who innovate responsibly—avoiding child or forced labour, discrimination, and unsafe practices, while promoting efficient use of water, energy, and materials. Supplier selection is strategic and transparent, balancing cost competitiveness,

reliability, operational excellence, and alignment with Responsible Care® principles and ESG commitments.

Before onboarding, every supplier undergoes a rigorous pre-screening process covering legal and regulatory compliance, labour and human rights practices, quality standards, sector and geographic risk exposure, and technical capabilities. These checks help us identify and mitigate potential risks while reinforcing responsible business conduct.

Post-onboarding, sourcing is managed by the Sourcing & Logistics Procurement function, which leverages purchasing power across all locations to drive efficiency, consistency, and transparency. Dedicated teams for raw materials and packaging collaborate across sites to enable single-window procurement of commonly used inputs. This centralized approach enhances cost-effectiveness and supply reliability while reinforcing our commitment to quality, innovation, and sustainable practices under strong governance.

Our digital procurement platform, eJ Buy, enables paperless, traceable sourcing, enhances transparency and compliance, and streamlines supplier engagement for greater efficiency.

Advancing Supplier Sustainability: Assessment and Capacity Building

We are strengthening our sourcing strategy through a Supplier Sustainability Assessment Framework focused on critical suppliers. Using ESG-aligned questionnaires, scorecards, and benchmarking, we evaluate performance across human rights, safety, environment, ethics, and governance, and collaborate on corrective actions where gaps exist.

Training and awareness programs reinforce our Code of Conduct and ESG expectations, empowering suppliers to reject child labour, forced labour, discrimination, and corruption, while building systems for responsible growth.

As the Supplier Sustainability Assessment Framework matures, Jubilant Ingrevia plans to transparently communicate progress through a dedicated Supplier Sustainability Report, reinforcing trust with our stakeholders. Together, the Green Supply Chain Policy, Supplier Code of Conduct, digital procurement system, structured ESG assessments, and ongoing training and collaboration create a continuous improvement loop across our value chain.

Through this evolving framework, we aim to ensure that every supplier in our network contributes to a responsible, ethical, low-carbon, and resilient value chain that aligns with global sustainability standards and supports long-term, sustainable partnerships.





Our community initiatives are driven by the 4P model Public-Private-People-Partnership, bringing together governments, civil society, and local communities to create development that is inclusive, measurable, and sustainable. For us, community engagement is not a side initiative; it's a pillar of business sustainability. It strengthens our bond with the people we serve, enhances stakeholder trust, and reaffirms our belief when communities grow, we grow together.

Community Relations & Development

Our Impact on Communities

Jubilant Ingrevia Limited, through the Jubilant Bhartia Foundation, is committed to empowering communities around its manufacturing locations through focused initiatives in Health, Education, and Livelihood. These programs aim to enhance quality of life, promote social equity, and build long-term self-reliance. The foundation supports skill development, employment generation, and financial stability, while also connecting community members to key government welfare schemes to strengthen social security. The We-Mentorship Program in Bharuch continues to train and mentor women from ITI and diploma backgrounds, equipping them with modern skills and confidence to succeed in the workforce.

Health and Nutrition

Beyond business, we invest in the well-being of the communities we serve addressing health, nutrition, and care at every stage of life to build stronger, more resilient societies. Every Poshan Kit, every health consultation, and every tracked TB case tells a story of an improved life. These programs are not just corporate social responsibility, they are how Jubilant Ingrevia Limited contributes to health equity, dignity, and inclusive growth for the communities we serve.

- **Nutrition Program:** In alignment with the Government of India's Poshan Abhiyaan, JBF distributed nutrition kits to beneficiaries identified by the local government, supporting improved health and nutrition outcomes in the community. A total of 832 Poshan Kits were distributed with 362 kits distributed in Gajraula, 407 distributed in Bharuch, 13 in Savli and 50 in Nira.
- **Arogya: Accessible Healthcare at the Last Mile** In remote pockets of Uttar Pradesh, Maharashtra, and Gujarat, where access to basic medical care is limited, the Arogya Program bridges the gap. Through a network of Medical Centers, Mobile Dispensaries, and our JubiCare Tele-clinic, the program delivers preventive and curative healthcare directly to the doorsteps of those who need it most.
- **JubiCare - Tele-Clinic:** A telemedicine application developed by the Jubilant Bhartia Foundation (JBF), JubiCare enables real-time patient-doctor consultations via text, audio, or video. Leveraging ICT, it supports certified medical professionals in diagnosing and treating patients while reducing unnecessary exposure to infections. The app provides immediate healthcare access to underserved rural and urban communities, eliminating the need for travel.

A total of 99,775 patients were consulted through the Jubicare App, with maximum patients in Gajraula with 46281 patients, followed by Nira with 21,574 patients followed by Bharuch with 18,967 patients and finally 12,953 patients in Savli.

- **Fighting TB with Data and Determination:** The program supports early detection, treatment adherence, and health system responsiveness, all while protecting communities from the silent spread of this curable disease. JBF is facilitating early diagnosis of tuberculosis including creating awareness among people and systematic screening of contacts and high-risk groups through health volunteers. In addition, Jubilant Ingrevia Limited at Amroha is supporting government initiative of “Yes we can End TB” through replication of IVRS platform to track TB patients especially MDR TB.
- **Transforming Community Health: Reaching Families, Saving Lives Through a network of mobile dispensaries, static clinics, and telehealth services,** Jubilant Ingrevia Limited delivers essential healthcare to over 1 lakh people, ensuring that even the most remote communities have access to timely medical care. By combining on-ground healthcare with digital platforms, we bring preventive and primary care closer to underserved populations across three states. These initiatives are not only addressing immediate health needs but also fostering healthier, more resilient communities prepared for the future.
 - ‘Nirog Bachpan’ delivers regular health check-ups to school children, helping detect and address health issues early.
 - Jubilant Aarogya offers affordable, quality healthcare through the JBF Medical Centre, making treatment accessible to underserved populations.

- Swasthya Prahari empowers women health volunteers to promote safe pregnancies and increase institutional deliveries, reducing maternal and infant health risks.
- Combating Malnutrition safeguards children under 5 by raising awareness and tracking growth through a mobile app, helping prevent malnutrition before it starts.

Education

With an aim to strengthen education and learning environment in rural areas to enhance the quality of education for the rural community, Jubilant Bhartia Foundation implemented the following initiatives. These education initiatives are not just about textbooks, they're about helping young minds dream bigger, stay in school longer and step confidently into the future.

- **EduLab:** Muskaan program for Strengthening Rural Education system through various education centric programs in government school by enhancing classroom experiences and building the capacity of educators to deliver more engaging lessons.
- **Khushiyon ki Pathshala** program to inculcate 21st century value-based skills in rural government primary school student. The program introduces creative, interactive activities that encourage critical thinking, empathy, and teamwork. The program aims to create an inclusive, child-friendly learning environment by training teachers and youth as facilitators. It focuses on building supportive schools where every child feels welcomed, while also enhancing the personal development and skills of teachers and youth to better engage and support students.
- Digitalisation program in partnership with HP across the location through E-Muskaan by installing digital

classrooms and providing tech-based learning tools ensuring that students in underserved communities aren't left behind in today's digital age.

- Setting up of micro science Labs in schools by promoting STEM learning, where students gain hands-on experience and develop curiosity-driven problem-solving skills.
- Recognising the importance of career guidance, we conduct career counselling sessions for students in government schools, helping them identify potential career paths and make informed academic choices.

Through our education programs 4,073 students (23 schools) were reached in Bharuch followed by 3,057 students (55 schools) in Gajraula and 2,936 students (30 schools) in Savli and 985 students (6 schools) in Nira.

In partnership with HP India Foundation, the Jubilant Bhartia Foundation is creating meaningful change by bringing digital education and skill training to



underserved communities. This collaboration focuses on closing the digital gap and providing individuals especially youth and schoolchildren, with the tools to build brighter, more self-reliant futures. Together, we have trained 6968 students under HP Alfa and HP Life Certificate Wow Program, with 1,372 students in Nira and 5,606 in Gajraula.

- **Accessible Learning for All (ALFA):** Digital Classrooms in Remote Schools In regions where access to quality education is limited, ALFA is transforming the way students learn. By setting up digital classrooms in secondary and higher secondary schools located in remote areas, the program ensures that young learners are exposed to interactive, tech-enabled learning. These digital tools not only enrich classroom engagement but also prepare students for the digital future.
- **Continued Learning Access Program (CLAP) & World on Wheels (WOW):** Through mobile digital classrooms, CLAP and WOW are making computer education accessible in villages and underserved areas. These vehicles, equipped with laptops and learning software, are managed by trained digital literacy educators who bring practical computer skills directly to primary schools and community centers. This innovative approach helps bridge the urban-rural digital gap, especially for children with limited access to technology.
- **HP LIFE: Skill Training Through Short Courses** The HP LIFE short course program offers targeted training in practical, job-ready skills ranging from financial literacy to communication and entrepreneurship. These courses empower individuals with the confidence and knowledge needed to pursue employment, launch small businesses, or advance in their careers.

Livelihood

Access to proper vocational training lays the foundation for better health, learning, and productivity. Through targeted initiatives like Nayee Disha, Jubilant Ingrevia Limited supports vulnerable families, helping children grow stronger, mothers care better, and communities move toward long-term well-being. Jubilant Ingrevia Limited is opening doors for young women in manufacturing.

- **Nayee Disha - Building Skilled, Resilient Communities for a Stronger Supply Chain:** By training over 1,108 women in skill development, entrepreneurship, and modern agriculture near our manufacturing sites, Nayee Disha not only empowers individuals but also helps create a more capable local workforce.

The program operates skill development centers at four sites, offering training in tailoring, beautician courses, basic computer skills, Tally, desktop publishing, internet usage, soap and phenyl making, ornament crafting, and bakery production to equip individuals with employable skills. Through this program in total 1,108 candidates have been trained with 260 candidates have been trained in Gajraula, 374 in Bharuch, 236 in Savli and 238 in Nira.

- **Didi Ki Dukan - Strengthening Local Economies through Women Entrepreneurship:** With the support of the BEABLE Foundation, 50 women entrepreneurs in Gajraula have launched daily essentials shops, creating self-sustaining businesses. This initiative helps stabilise local economies, supports community wellbeing, and contributes to the social resilience that underpins long-term, responsible business partnerships.
- **Jubilant Virtual Academy - Online Learning School:** Jubilant Bhartia Foundation has launched a Jubilant Virtual Academy to cater to the needs of skill development and vocational training among youth in country.

This will aid in bridging the growing skill demand vis-à-vis industrial demand. Jubilant Virtual Academy is an online learning platform accessible through both mobile and web. It includes a mobile application for candidates and a web-based dashboard that enables partners to monitor progress. At present, the platform is hosting an Entrepreneurship Development Course module.

Sustainable Agriculture

Jubilant Ingrevia Limited inclusive rural development programs go beyond traditional CSR by empowering farmers and women entrepreneurs with the tools, skills, and opportunities to build sustainable livelihoods. These initiatives aim to strengthen local economies and reinforce the resilience of our entire value chain.

When rural communities thrive, supply chains stabilise, product quality improves, and customers benefit from responsibly sourced, ethically produced goods that reflect long-term, sustainable business practices.



- **JubiFarm:** This program has reached to 15 villages, empowering farmers by providing access to modern and sustainable farming methods. In Gajraula, a Grameen Samriddhi Kendra has been established to promote entrepreneurship, with an initial focus on dairy farming reaching 536 farmers. While in Bharuch, a partnership with Farm Bridge has been formed to equip farmers with modern agricultural practices reaching 520 farmers. In Savli 753 farmers were reached through the program, empowering a total of 1,809 farmers.
- **Neem Pulverization - Empowering Women and Strengthening Local Economies:** This initiative engages women's Self-Help Groups (SHGs) in neem leaf powder production and neem-based products, creating sustainable livelihoods for women. By promoting financial independence and economic participation, the program not only uplifts individual families but also supports stronger, self-sustaining communities helping ensure long-term social stability in regions that are part of our value chain, which ultimately supports customer confidence in ethical and inclusive sourcing.
- **FACE - Centre for Excellence:** In partnership with CII, Jubilant Bhartia supports the FACE (Centre for Excellence) initiative to enhance agricultural productivity and increase farmer incomes. This collaboration focuses on promoting sustainable farming practices, capacity building, and value-chain integration for rural communities.
- **Farmer Development Initiatives:** As part of our Farmer Development Project, Jubilant Ingrevia Limited introduced drones for precise application of fertilizers and pesticides, and Hydrogel technology to reduce water usage.

These innovations aim to improve agricultural efficiency and significantly lower input costs for farmers, promoting sustainable and cost-effective farming practices.

Partnerships for Sustainable Development

Through the Jubilant Bhartia Foundation, we partner with leading organisations to amplify impact and deliver community-led solutions. Through this partnership we build equitable systems and enable access to rights, knowledge, and livelihoods, ensuring no one is left behind in India's growth story.

- **Schwab Foundation for Social Entrepreneurship**
The Social Entrepreneur of the Year Award celebrates global progress in social innovation by recognising individuals and organisations that implement innovative, sustainable and large-scale solutions to address poverty, indignity and barriers to basic services in Bottom of the Pyramid and ultra-poor communities. These changemakers work across diverse sectors including health, education, job creation, water, clean energy, identity access, entitlements and technology-enabled services. Jubilant Bhartia Foundation, in partnership with the Schwab Foundation, continues to provide influential platforms for leading social entrepreneurs, supporting inclusive growth and long-term social impact.
- **Digital Literacy and Rural Enablement**
Through the Digital Education Program with HP, we strengthen digital literacy in rural communities. The SoochnaPreneur initiative, implemented with the Digital Empowerment Foundation, equips rural youth to operate community information centres that help citizens access essential public services and entitlements.

- **Access to Welfare and Government Schemes**
The Yojna Kendras in Gajraula and Nira, set up in collaboration with Haqdarshak, provide residents with guided support to navigate and access welfare schemes through a technology-enabled model that simplifies application processes.
- **Science Education for Rural Schools**
Mobile science labs operated with the Agastya Foundation bring interactive learning experiences to rural schools, enabling students to explore scientific concepts through hands-on demonstrations.
- **Sustainable Agriculture Practices**
Our partnership with Farm Bridge introduces farmers to sustainable and modern agricultural practices that enhance productivity, soil health, and long-term farm resilience.
- **Women's Economic Empowerment**
The BEABLE Women Enterprise Project in Gajraula supports women in establishing small businesses, helping build economic independence and strengthening overall community resilience.



Bharat Impact - Catalysing India's Social Innovation Ecosystem

For over 16 years, Jubilant Ingrevia Limited, through the Jubilant Bhartia Foundation, has championed social entrepreneurship by co-hosting the Social Entrepreneur of the Year (SEOY) Awards - India, in partnership with the Schwab Foundation for Social Entrepreneurship (World Economic Forum). Building on this legacy, the Foundation is now scaling its commitment through the launch of Bharat Impact - Jubilant Bhartia Centre for Social Impact.

Bharat Impact-Jubilant Bhartia Centre for Social Entrepreneurship is a natural extension of this partnership, created to nurture emerging innovators, connect Social Entrepreneurs, and support early-stage social start-ups. It will serve as a vibrant hub for mentorship, resources, and world-class facilities.

Vision

Our vision is to build a dynamic, collaborative ecosystem that empowers social entrepreneurs across India and beyond. Through Bharat Impact, we are not just supporting start-ups, we are building a movement where innovation meets inclusion.

Key Activities

- **Mentorship Support:** Pair start-ups with seasoned professionals across industries to offer personalised guidance and strategic advice.
- **Capacity-Building Workshops:** Conduct regular training sessions focused on business growth, fundraising strategies, marketing techniques, and measuring impact.
- **Collaborative Networking:** Create platforms for start-ups to connect with investors, domain experts, and fellow social entrepreneurs to exchange ideas and explore partnerships.

- **Resource Enablement:** Provide access to shared workspaces, digital tools, and potential funding sources to support enterprise development.
- **Impact Evaluation:** Use structured tools and methodologies to monitor and evaluate the social outcomes of each incubated startup.

Impact Outlook

In collaboration with IIM Ahmedabad Ventures, our knowledge partner, the Centre has already onboarded 30 innovative start-ups working across agriculture, healthcare, climate action, and inclusive development. These ventures are receiving incubation, acceleration, and expert guidance to strengthen their solutions and expand their reach.



6 Good Governance





At Jubilant Ingrevia Limited, we believe that a responsible supply chain is not just a business necessity, it is also a catalyst for sustainable transformation. By integrating ESG principles into every facet of our procurement and supplier engagement, we are creating a wide network that functions with trust, greater transparency, ethics and environmental stewardship. From rigorous supplier screenings and digital procurement to capacity building and ESG led evaluations, we ensure that every link in our supply chain works responsibly and creates long term value. We are empowering our suppliers to grow with us, energizing local economies, and championing innovation with compliance and sustainability. In the process we are also laying the foundation for future supply chains to service the demands of green chemistry, bio-based production and traceable sourcing.

Governance, Ethics & Responsible Business

Jubilant Ingrevia Limited has a robust corporate governance framework that promotes transparency, accountability, and stakeholder trust. The Board includes a judicious mix of executive, non-executive, and independent directors, ensuring diverse perspectives and strategic oversight. As on March 31, 2025, the Board of the Company comprises twelve (12) members out of which six (6) are Non-Executive Independent Directors (including two (2) Independent Women Directors), three (3) Non Executive Non-Independent Directors, one (1) Co-Chairman & Whole Time Director, one (1) CEO & Managing Director and one (1) Chief of Operations & Whole-time Director.

Board Committees dispense the critical roles of oversight, monitoring and control for all key functional areas. Our Board Committees include:

- **Audit Committee:** Oversees financial reporting, statutory compliance, risk management, and whistleblower concerns.
- **Nomination, Remuneration and Compensation Committee:** Ensures all appointments are in line with organisational culture and values and the role requirements. Sets up systems and practices for achieving this. Also responsible for overseeing performance evaluation, and transparent compensation.
- **Stakeholders Relationship Committee:** Addresses investor grievances and stakeholder concerns.

- **Sustainability & CSR Committee:** Oversees the sustainability agenda, integrating economic, environmental, and social considerations into business operations and strategic decisions. It also formulates and monitors the CSR Policy and Annual Action Plan in line with Schedule VII of the Companies Act, ensuring effective implementation of CSR initiatives and Business Responsibility policies.
- **Risk Management Committee:** Constituted for identification of internal and external risks specifically faced by the Company, in particular including financial, operational, sectoral, sustainability (particularly, ESG related risks), information, cyber security risks or any other risk as may be determined by the Committee.
- **Finance Committee:** Oversees the company's financial arrangements, including securing and managing loans, credit facilities, and inter-corporate deposits. It negotiates and finalises terms with banks and financial institutions, ensures regulatory compliance, and authorises execution of related financial documents.

ESG Governance

Jubilant Ingrevia Limited has established a Sustainability and CSR Committee to oversee its initiatives in economic, environmental, and social performance.

The Committee comprises eight Directors, including five Non-Executive Independent Directors, two Non-Executive Non-Independent Directors, and one Executive Director, and is constituted in accordance with the Companies Act.

The Committee formulates and recommends the CSR Policy and Annual Action Plan to the Board, monitors implementation, and reviews CSR projects to ensure accountability, effectiveness, and alignment with the Company's commitments.

Ethics and Integrity

Jubilant Ingrevia Limited embeds ethics and responsible conduct deeply across all operations. Our formal Code of Conduct applies to all employees, directors, and senior executives, emphasizing integrity, legal compliance, respect, and conflict of interest disclosure. All Board members and senior management affirm compliance annually. Regular organisation-wide trainings are organized to familiarise and refresh the statutes of the Code. Compliance with the policy is mandatory for everyone within our organisational network including suppliers, vendors, and logistics partners. Adherence is rigorously monitored, and any instance of non-compliance results in immediate and strict corrective action.

We also conduct periodic training to raise awareness on ethical standards, anti-corruption laws, and compliance responsibilities among employees and leadership.

Code of Conduct

At Jubilant Ingrevia Limited, integrity, transparency, and ethical conduct are central to how we do business. Our Code of Conduct guides all employees, management, and partners in upholding the highest standards of fairness, accountability, and compliance with laws and

internal policies. We maintain zero tolerance for corruption, bribery, discrimination, or human rights violations and promote a safe, inclusive, and respectful workplace that values equality and diversity.

Governed by the Board and senior leadership, the Code is reinforced through regular training, strong oversight, and a robust whistle-blower mechanism. By embedding these principles across our operations and value chain, we ensure responsible growth, stakeholder trust, and sustainable value creation.

Anti-Corruption and Whistleblower Mechanisms

The Company has instituted robust policies to prevent, detect, and respond to unethical or unlawful conduct. We maintain a Whistleblower Policy and operate a formal Vigil Mechanism that allows employees, directors, and stakeholders to confidentially report violations of the Code of Conduct, fraud, or other unethical practices. The Audit Committee reviews these reports, and whistleblower identity is protected at all stages. No retaliation is permitted against whistleblowers.

Anti-Bribery and Anti-Corruption Practices

We ensure comprehensive checks against corruption through a number of monitoring mechanisms like:

- Internal audits
- Risk-based compliance monitoring
- Supplier and vendor code of conduct evaluations
- Training on anti-corruption and ethical business practice

No cases of corruption were reported during the FY 2025.

Our commitment to integrity transparent and accountable business conduct has been externally validated through our excellent performance on rating agency indices like EcoVadis Silver Rating (Top 15% globally) and 92nd Percentile on S&P Dow Jones Sustainability Index for the chemical sector.

Information Security

We maintain robust information security and business continuity frameworks to ensure operational resilience.

Regular vulnerability assessments and internal IT audits are conducted to identify and mitigate risks, complemented by independent external audits aligned with ISO 27001:2013 across all our plants. This safeguards sensitive data and ensures

0 Breaches of cybersecurity in FY 2025.

business continuity Jubilant Ingrevia Limited conducts vulnerability identification, monitoring, and tracking of mitigation actions, ensuring continuous compliance through a range of security assessments. These vulnerability assessments, which include simulated cyberattacks, are performed

100% Of our IT infrastructure is certified as per ISO 27001:2013.

Governance Structure

As part of our Enterprise Risk Management Framework, responsibility of oversight of cybersecurity governance is delegated to the Risk Management Committee of the Board.

The Risk Management Committee reports to the board and is responsible for oversight of all business risks including cybersecurity and IT risk.

At executive level, the Chief Information Security Officer (CISO) is responsible for establishing the cybersecurity vision and strategy for Jubilant Ingrevia Limited. The CISO leads the implementation of programs to ensure the confidentiality, integrity, and availability of all information assets.

Training & Capacity Building

Various initiatives are undertaken to create awareness among employees regarding current Cyber risks. All our new employees are required to complete mandatory cybersecurity training during onboarding to ensure they understand the company's security protocols.

Performance Evaluation

Each employee within Jubilant Ingrevia Limited's IT function has clearly defined Key Result Areas (KRAs) and Key Performance Indicators (KPIs) that are directly aligned with the company's Information Security Goals as part of the annual performance management process. This alignment ensures that every member of the IT function contributes effectively towards maintaining a secure and resilient information environment.

Incident Reporting: it.helpdesk@jubl.com

Escalation Procedure

We have an incident management process which ensures that all IT security events impacting critical IT infrastructure are getting logged and monitored round the clock by our Cyber Defence Centre (CDC).

Disciplinary Action

In order to uphold the highest standards of information security, any violation of Jubilant Ingrevia Ltd.'s Information Security Policies and Procedures by employees will be subject to a formal disciplinary process.

In cases where an action is deemed inadvertent or accidental, the following progressive disciplinary framework applies:

1. First Violation: A formal warning will be issued to the employee.
2. Second Violation (same matter): A letter of reprimand will be placed in the employee's personnel file.
3. Third Violation (same matter): The employee will face a five-day suspension without pay.
4. Fourth Violation (same matter): The employee will be dismissed from employment.

For wilful or intentional violations, regardless of the number of previous offenses, the company may impose disciplinary action up to and including immediate termination.

All disciplinary actions are conducted in accordance with established procedures and applicable laws, following an appropriate review process that ensures employees are provided a fair and reasonable opportunity to present their position.

Grievance Redressal

Jubilant Ingrevia Limited has established a robust Whistle Blower Policy and Ombudsperson Process to foster an open, transparent, and ethical workplace. These mechanisms enable Directors and employees to voice concerns or report instances of fraud, unethical behavior, violation of the Code of Conduct, questionable accounting practices, or misconduct without fear of retaliation, discrimination, or victimisation - core principles of a responsible and accountable organisation. The Policy provides for adequate safeguards against retaliation and allows employees direct access to the Chairperson of the Audit Committee. Concerns or complaints may be reported confidentially to the Ombudsperson through:

Email: ombudsperson@jubl.com

Web Portal: www.cwiportal.com

The Whistle Blower Policy is publicly available on the Company's website:
<https://www.jubilantingrevia.com/investors/corporate-governance/policies-and-codes/whistle-blower-policy>

The Audit Committee periodically reviews the functioning and effectiveness of the Policy and Ombudsperson process to ensure continuous improvement.

Additionally, the grievance redressal framework comprehensively covers issues related to working conditions, human rights, child labour, freedom of association, career management, non-discrimination, and prevention of harassment, ensuring a fair, inclusive, and respectful workplace for all employees.



Practices/Behaviors Considered Anti-Competitive



7

Annexures

GRI Content Index

ESG Performance Data

Independent Assurance

Glossary



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ESG Performance Data

GHG Emission

Indicator	FY2022	FY 2023	FY 2024	FY 2025
Total Scope 1 & 2 (MT CO ₂ e)	9,01,690	9,48,440	7,67,730	7,45,340
Scope 1 (MT CO ₂ e)	8,28,110	8,95,120	7,04,820	6,57,404
Scope 2 - Location based (MT CO ₂ e)	73,580	53,320	62,910	87,935*
Scope 3 (MT CO ₂ e)	8,50,714	7,97,230	7,70,041	5,79,782
GHG Emission Intensity (Total Scope 1 & 2) (tCO ₂ e/ MT)	1.51	1.67	1.52	1.59
Scope 3				
Purchased goods and services (MT CO ₂ e)	4,94,611	4,67,923	2,89,536	2,85,447
Capital goods (MT CO ₂ e)	35,155	29,111	1,95,538	8,087
Fuel- and energy-related activities (not included in scope 1 or scope 2) (MT CO ₂ e)	2,10,841	2,34,611	1,84,786	1,76,619
Upstream transportation and distribution (MT CO ₂ e)	45,622	34,285	43,709	48,359
Waste generated in operations (MT CO ₂ e)	52,145.73	16,864	36,511	37,968
Business travel (MT CO ₂ e)	203	614	1,213	975
Employee commuting (MT CO ₂ e)	538	203	428	430
Downstream transportation and distribution (MT CO ₂ e)	11,600	13,620	18,319	21,897
Total (MT CO₂e)	8,50,714	7,97,230	770,041	5,79,782

Energy Consumption

Indicator	FY2022	FY 2023	FY 2024	FY 2025
Total Energy Consumption (MWh)	28,25,002.25	30,38,888.90	21,86,111	22,87,955.35
Total energy consumption from renewables (MWh)	2,27,840.46	1,08,333.30	50,000	1,80,959.18
Total energy consumption from non-renewables (MWh)	25,97,161.79	29,30,555.60	21,36,111	21,06,996.17

Includes Market based (80,849 tCO₂e) and REC (7086 tCO₂e)

Energy

Indicator	FY2022	FY 2023	FY 2024	FY 2025
Coal ('000 GJ)	8,296.87	8,688.90	6,561.36	6,223.83
HSD ('000 GJ)	69.08	86.52	35.63	22.87*
FO/LSHS ('000 GJ)	163.92	574.92	681.56	503.69
Natural gas ('000 GJ)	298.49	283.80	406.31	394.61
Gasoline/Petrol ('000 GJ)	0.03	0.02	0.01	0.01
Liquid Petroleum Gas (LPG) ('000 GJ)	1.10	0.95	0.96	0.82
Total direct energy consumption from Non-renewable energy sources** ('000 GJ)	8,829.51	9,633.96	7,685.85	7,144.65
Biogas ('000 GJ)	472.40	325.84	100.27	0
Solar Energy ('000 GJ)	0.03	65.98	78.63	67.37
Total energy consumption from Renewable energy sources other than biomass ('000 GJ)	472.44	391.62	178.90	67.37
Biomass ('000 GJ)	44.37	166.27	99.77	38.98
Waste Heat Energy ('000 GJ)	316.19	270.18	203.76	301.32
Total Direct Energy ('000 GJ)	9,346.28	10,126.07	7,885.89	7,183.63
Electricity purchased ('000 GJ)	331.54	270.33	336.61	445.80
Steam purchased ('000 GJ)	179.54	212.24	155.57	238.20
Total Indirect Energy consumption ('000 GJ)	511.09	482.57	492.18	684

Energy Intensity

Indicator	FY 2023	FY 2024	FY 2025
Energy intensity per rupee of turnover (GJ/revenue from operations)	0.00023	0.00021	0.0002
Energy intensity in terms of physical output (GJ/total production)	19.28	17.24	17.76
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (GJ/revenue from operations)	0.00469	0.00428	0.004029

*Includes corporate office (1198.08 GJ)

Air Emissions

Indicator	FY 2022	FY 2023	FY 2024	FY 2025
NOx (MT)	405	431	601	649
SOx (MT)	681	694	792	667
Particulate Matter (MT)	205	157	175	186
Ozone Depleting Substances (tons of CFC11 eq)	0.02	0.02	0.02	0.02
Direct Chemical Oxygen Demand (MT)	23.29	8.7	16.2	12.48
Volatile Organic Compounds Emissions (MT)	0	0	0	0

Water

	Description/breakdown	FY 2022	FY 2023	FY 2024	FY 2025
Withdrawal by source	Groundwater (million m ³)	2.28	2.43	1.81	1.75
	Surface Water (million m ³)	1.69	1.69	1.60	1.23
	Third-party water (Municipal Water) (million m ³)	0.01	0.02	0.03	0.01
	Total Withdrawal (million m ³)	3.98	4.14	3.44	2.99
	Water Consumption (million m ³)	3.80	3.98	3.26	2.88
	Water Recycled and Reuse (million m ³)	1.41	1.37	1.38	1.33
	Water intensity per rupee of turnover (KL/revenue from operations)	0.0000804	0.0000834	0.0000894	0.0000715
	Water intensity in terms of physical output (KL/total production)	6.70	7.28	6.82	6.45
	Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (KL/ revenue from operations)	-	0.0017	0.0018	0.0014
Water discharge by source	Groundwater (million m ³)	-	-	-	-
	Surface Water (million m ³)	-	-	-	-
	Third-party water (million m ³)	0.18	0.16	0.18	0.11
	Total discharge (million m ³)	0.18	0.16	0.18	0.11

Exposure to Water Stressed Areas

	Description/breakdown	FY 2022	FY 2023	FY 2024	FY 2025
Water Consumption in Water-Stressed Areas	Total net freshwater consumption in water-stressed areas (million m ³)	3.97	2.36	1.76	2.86
No. of production plants in last FY in water-stressed areas		4			
Total No of production plants		5			
% of production plants in water-stressed areas		80%			
% of Cost of goods sold (COGS)		100%			

Non - Hazardous Waste

	FY 2022	FY 2023	FY 2024	FY 2025
Total Non-Hazardous waste diverted from disposal (MT)	1,30,957	1,31,874	1,09,596	1,01,516
Total Non-Hazardous waste recycled/reused (MT)	1,30,957	1,31,874	1,09,596	1,01,516
Total Non-Hazardous waste disposed (MT)	19,112	18,974	15,996	0
Waste Non-Hazardous landfilled (MT)	16,600	14,000	13,000	0
Waste Non-Hazardous incinerated with energy recovery (MT)	0	0	0	0
Waste Non-Hazardous incinerated without energy recovery	0	0	0	0
Waste Non-Hazardous otherwise disposed: waste sold to third party	2,512	4,974	2,996	0

Hazardous-Waste

	FY 2022	FY 2023	FY 2024	FY 2025
Total hazardous waste diverted from disposal	0	8,312	7,111	4,915
Total hazardous waste recycled/reused	0	8,312	7,111	4,915
Total hazardous waste disposed	85,141	78,025	57,453	58,292
• Hazardous waste landfilled	8,310	9,327	8,668	8,208
• Hazardous waste incinerated with energy recovery	705	5,602	4,056	2,819
• Hazardous waste incinerated without energy recovery	68,623	63,096	44,729	47,265
• Hazardous waste disposed off other way	7503	0	0	0

*As per TCFD Assessment

Business Impacts of Water Related Incidents

Water consumption in areas with water stress	FY 2022	FY 2023	FY 2024	FY 2025
Total actual and opportunity costs (e.g. forgone income) from water-related incidents	0	0	0	0

Environmental Violations

	FY 2022	FY 2023	FY 2024	FY 2025
Number of violations of legal obligations/regulations	0	0	0	0

Return on Environmental Investments (₹)

	FY 2022	FY 2023	FY 2024	FY 2025
CAPEX	7,65,30,000	5,15,10,000	2,65,00,000	12,970,000
OPEX	91,93,00,000	10,88,50,000	9,69,50,000	65,66,31,000
Total expenses	99,58,30,000	16,03,60,000	12,34,50,000	65,79,28,000
Savings, cost avoidance, income, tax incentives, etc.	24,30,00,000	34,20,00,000	34,22,00,000	1,20,00,00,000

Sustainable Revenues (₹)

	FY 2023	FY 2024	FY 2025
Sustainable revenue from bio acetic acid	53,77,540.32	2,09,67,940.76	1,01,10,029.64
Total revenue	48,06,05,90,000	41,71,10,00,000	42,15,43,30,000
Percentage of sustainable revenues	0.01%	0.05%	0.02%

CEO-to-Employee Pay Ratio

CEO Compensation	Total Compensation	
		12,76,80,000
	Median Employee Compensation	Mean Employee Compensation
Employee Compensation (₹)	9,40,000	16,20,000
	Median Employee Compensation	Mean Employee Compensation
Ratio between Total Annual Compensation of the Median Employee Compensation Mean Employee Compensation	135.83	78.4

Memberships & Associations

Reporting Areas	Corporate Position	FY 2025
Total Membership (₹)	Support	9,00,000
Total Sponsorship (₹)	Support	12,00,000

Contributions & Expenditures

Indicator	FY 2022	FY 2023	FY 2024	FY 2025
Lobbying, interest representation or similar	NA	NA	NA	NA
Local, regional or national political campaigns / organizations / candidates	NA	NA	NA	NA
Trade associations or tax-exempt groups	13,00,000	16,00,000	18,00,000	21,00,000
Other (e.g. spending related to ballot measures or referendums)	NA	NA	NA	NA
Total contributions and other spending	13,00,000	16,00,000	18,00,000	21,00,000

Other Large Expenditure

Industry Association	Type of Association	FY 2025
Confederation of Indian Industry (CII)	National Chamber	₹ 2,86,000
Basic Chemicals, Cosmetics & Dyes Export Promotiona Council (CHEMEXCIL)	Sectoral Association	₹ 50,000
European Petrochemicals Association (EPCA)	International Association	₹ 3,73,500
Federation of Indian Chambers of Commerce & Industry (FICCI)	National Chamber	₹1,50,000
Gujarat Employers' Organisation	Sectoral Association	₹43,000
Indian Chemical Council	Sectoral Council	₹11,00,000
Phd Chamber of Commerce and Industry*	National Chamber	₹1,50,000
Savli East Waghodia West Association of Industries	Regional Association	₹15,000
Coal Consumers Association of India	Sectoral Association	₹70,000

Tax

Names of all the resident entities	Five manufacturing units – Ambernath, Bharuch, Gajraula, Nira, Savli and the Corporate Office based\ in Noida.
Primary activities	The Company employs a vertically integrated manufacturing approach across its Specialty Chemicals, Nutrition & Health Solutions, and Chemical Intermediates segments. This integrated operating model allows the company to produce its own feedstocks and foundational components, ensuring cost leadership, consistent quality, enhanced manufacturing efficiency, and the development of higher-value products.
Number of employees	1,880
Revenue (₹)	41,77,60,00,000
Profit (Loss) before tax (₹)	3,43,36,50,000
Income tax accrued (₹)	72,33,40,000
Income tax paid (₹)	73,58,40,000
Earnings before tax (₹)	4,74,70,00,000
Reported Taxes (₹)	73,58,40,000

Breaches

Reporting Areas	FY 2025
Corruption or Bribery	0
Discrimination or Harassment	1
Customer Privacy Data	0
Conflicts of Interest	0
Money Laundering or Insider trading	0

Workforce Breakdown: Nationality

Nationality	Share in total workforce	Share in all management positions, including junior, middle and senior management
Indian	100%	100%

Workforce Breakdown: Gender

Diversity Indicator	FY 2025	Target
Share of women in total workforce (as % of total workforce)	6.50 %	8% by 2026
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	6.50%	8% by 2026
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	3.90 %	8% by 2026
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	9.90 %	10% by 2026
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	2.80%	3.5% by 2026
Share of women in STEM-related positions (as % of total STEM positions)	3.50 %	4.5% by 2026

Gender Pay Indicators

Employee Level	Average Women Salary	Average Men Salary
Executive level (base salary only)	₹1,38,84,790	₹ 1,33,18,817
Executive level (base salary + other cash incentives)	₹1,87,86,119	₹ 1,75,68,612
Management level (base salary only)	₹ 46,43,884	₹ 47,51,520
Management level (base salary + other cash incentives)	₹ 54,77,876	₹ 56,16,975
Non-management level (base salary only)	₹ 11,87,797.00	₹ 10,74,299

Indicator	Difference between men and women employees (%)
Mean Gender Pay Gap	-14.82
Median Gender Pay Gap	-18.91
Mean Bonus Pay	-21.51
Median Bonus pay	-17.72

Average Training Man days: Site wise

Skill Upgradation	Location	FY 2022	FY 2023	FY 2024	FY 2025
	Gajraula	2.47	3.34	4.4	4.4
	Bharuch	6.38	6.19	3.1	3.9
	Nira	2.82	4.24	3.2	4.6
	Savli	2.94	2.19	3.40	6.50
	Ambernath	2.77	3.66	5.3	10
	Corporate Office	0.48	1.03	2	1.5
	Total		3.07	3.68	3.60

Average Training Man hours: Total

Indicator	FY 2025
Average hours per FTE of training and development	30.64
Average amount spent per FTE on training and development	₹ 4,608

Total Training Man hours (FY 2025)

Indicator	<30 years	30-50 years	>50 years
Male	7,929.90	30,409.60	24,851.90
Female	1,336.50	1,528.70	448.5
Total	9,266.42	31,938.43	25,300.47

Training & Development

		FY 2025
Business & Functional Skills	Training Hours	695.1
	No. of online Program	433
Management & Leadership	Training Hours	75.95
	No. of online Program	69
Personal Skills	Training Hours	18.97
	No. of online Program	75

Employee Turnover Rate: Total

	FY 2022	FY 2023	FY 2024	FY 2025
Total Employee Turnover Rate	19.7	15.7	12.3	18.6
Voluntary Employee Turnover Rate	19.7	15.7	12.3	13.8

Training Breakdown: Employee Category

Employee Category	Description/breakdown	FY 2022	FY 2023	FY 2024	FY 2025
Executive	Total Training Man hours	3,436	5,182	7,488	7,614
	Avg. Training man days	2.00	2.70	3.80	4.1
Worker	Total Training Man hours	571.00	933	760	699
	Avg. Training man days	1.40	2.20	2.30	2.7
Total	Total Training Man hours	4,007	6,115	8,249	8,313
	Avg. Training man days	1.90	2.60	3.60	3.9

Training Breakdown: Gender

Employee Category	Description/breakdown	FY 2022	FY 2023	FY 2024	FY 2025
Male	Total Training Man hours	3.00	368	417.	7, 898.87
	Avg. Training man days	1.20	3.40	3.60	3.92
Female	Total Training Man hours	3,914	5,747	7,831	414
	Avg. Training man days	1.90	2.60	3.60	3.40
Total	Total Training Man hours	4,007	6,115	8,249	8,313
	Avg. Training man days	1.90	2.60	3.60	3.89

Employee Turnover Rate: Gender

	<30 years	30-50 years	>50 years
Male	46	15	18
Female	32	8	13
Total	44	14	18

Trend of Employee Wellbeing

	FY 2022	FY 2023	FY 2024	FY 2025	Target for FY 2025
% of employees with top level of engagement, satisfaction, wellbeing, or employee net promoter score (eNPS)	40	94	94	87	89
% of employees who responded to the survey	77	77	77	88	-

Fatalities

	FY 2022	FY 2023	FY 2024	FY 2025
Employees	0	0	0	0
Contractors	1	2	1	0

Lost Time Incident Frequency Rate (LTIFR)

	FY 2022	FY 2023	FY 2024	FY 2025
Employees	0.51	0	0.24	0
Contractors	0.91	0.15	0.53	0

Total Man- Days Lost

	FY 2022	FY 2023	FY 2024	FY 2025
Total Man days Lost (incl. fatal accidents)	6,100	12,000	6,024	0

First Aid Cases

	FY 2022	FY 2023	FY 2024	FY 2025
No. of first aid cases	36	36	30	17

Lost Time Incident Severity Rate

	FY 2022	FY 2023	FY 2024	FY 2025
Lost Time Incident Severity Rate (LTISR) (number per million hours worked)	579	885	422	0

Process Safety Event Tier-1

	FY 2022	FY 2023	FY 2024	FY 2025
Process Safety Tier-1 (number per million hours worked)	0.19	0.07	0.35	0.55

Customer Satisfaction

	FY 2023	FY 2024	FY 2025	Target for FY 2025
Percentage of satisfied customers	82.8	88	88.8	100

Employee Turnover Rate: Age Group and Gender

	Age Group	FY 2022	FY 2023	FY 2024	FY 2025*
Male	<30 years	22	68	106	91
	30-50 years	65	127	140	188
	>50 years	9	14	12	50
Female	<30 years	1	4	15	13
	30-50 years	4	5	10	6
	>50 years	-	-	1	1
Total	<30 years	23	72	121	104
	30-50 years	71	132	150	194
	>50 years	9	14	13	51

Hiring Rate: Gender (FY 2025)

	<30 years	30-50 years	>50 years
Male	31	11	3
Female	41	15	13
Total	33	11	3

*Includes employees' voluntary as well as involuntary resignations.

Hiring: Gender

New Hires	Description/breakdown	FY 2022	FY 2023	FY 2024	FY 2025
Male	<30 years	139	24	147	62
	30-50 years	132	61	209	136
	>50 years	4	3	8	8
Female	<30 years	16	10	20	17
	30-50 years	10	0	16	11
	>50 years	0	0	1	1
Total	<30 years	155	34	167	79
	30-50 years	142	61	225	147
	>50 years	4	3	9	9
Percentage of open positions filled by internal hires		2	2	25	2
Average hiring cost per FTE (₹)		90,000	90,000	157,000	130,000

Employee Performance Appraisal: Employee Category

	Genderwise	FY 2022	FY 2023	FY 2024	FY 2025
Executive	Female	76.00	108	116	122
	Male	1,616	1,777	1,852	1,758
Worker	Female	-	1	-	-
	Male	418	423	324	259
Total	Female	76	109	116	122
	Male	2,034	2,200	2,176	2,017

Employees Workforce Distribution: Gender and Age

	Age Group	FY 2022	FY 2023	FY 2024	FY 2025
Male	<30 years	289	365	302	198
	30-50 years	1,030	1,143	1,252	1,278
	>50 years	297	269	298	282
Female	<30 years	26	43	40	41
	30-50 years	47	62	67	73
	>50 years	3	3.00	9	8
Total	<30 years	315	408	342	239
	30-50 years	1,077	1,205	1,319	1,350
	>50 years	300	272	307	290

Workers Workforce Distribution: Gender and Age

	Age Group	FY 2022	FY 2023	FY 2024	FY 2025
Male	<30 years	30	34	9.00	1.00
	30-50 years	231	243	131	105
	>50 years	157	146	184	153
Female	<30 years	-	-	-	-
	30-50 years	-	1	-	-
	>50 years	-	-	-	-
Total	<30 years	30	34	9.00	1
	30-50 years	231	244	131	105
	>50 years	157	146	184	153



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Independent Practitioner's limited assurance on the non-financial performance data and information included in the Sustainability Report of Jubilant Ingrevia Limited and its subsidiaries for FY 2024 -25

To
The Board of Directors
Jubilant Ingrevia Limited
Noida, Uttar Pradesh, India

We have been engaged by Jubilant Ingrevia Limited ('the Holding Company') and its subsidiaries as listed in paragraph 3 below (the Holding Company and its subsidiaries together referred to as the 'the Group') vide our engagement letter dated 24 July 2025 to provide limited assurance in accordance with the International Standard on Assurance Engagements ('ISAE') 3000 (Revised) – Assurance Engagements other than Audits or Reviews of Historical Financial Information ('ISAE 3000 (Revised)') issued by the International Auditing and Assurance Standards Board ('IAASB') on identified non-financial key performance indicators included in the Sustainability report ('the Sustainability Report') of the Group for the financial year ended 31 March 2025 (hereinafter referred to as the 'Identified Sustainability Information') prepared by management with reference to the Criteria stated below.

Identified Sustainability Information

The Identified Sustainability Information included in the Sustainability Report of the Group for the financial year ended 31 March 2025, is summarised as below:

Series	GRI standard	GRI disclosure	
GRI 3 – Material Topics (2021)		3 – 1	Process to determine material topics
		3 – 2	List of Material Topics
GRI – 200 Economic	205 – Anti-Corruption (2016)	205 – 1	Operations assessed for risks related to corruption
		205 – 3	Confirmed incidents of corruption and actions taken

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Series	GRI standard	GRI disclosure	
	206 – Anti-competitive Behavior (2016)	206 – 1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices
GRI – 300 Environment	302 – Energy (2016)	302 – 1	Energy consumption within the organization
		302 – 3	Energy intensity
		302 – 4	Reduction of energy consumption
	303 – Water and Effluents (2018)	303 – 3	Water withdrawal
		303 – 4	Water discharge
		303 – 5	Water consumption
	305 – Emissions (2016)	305 – 1	Direct (Scope 1) GHG emissions
		305 – 2	Energy Indirect (Scope 2) GHG emissions – Location based
		305 – 3	Other indirect (Scope 3) GHG emissions
		305 – 4	GHG emissions intensity
306 – Waste (2020)	306 – 4	Waste diverted from disposal	
	306 – 5	Waste directed to landfill	
GRI – 400 Social	401 – Employment (2016)	401 – 1	New employee hires and employee turnover
	403 – Occupational Health and Safety (2018)	403 – 9	Work – related injuries
		403 – 10	Work – related ill health
	404 – Training and Education (2016)	404 – 1	Average hours of training per year per employee
	405 – Diversity and Equal Opportunity (2016)	405 – 1	Diversity of governance bodies and employees
	406 – Non-Discrimination (2016)	406 – 1	Incidents of discrimination and corrective actions taken
	408 – Child Labor (2016)	408 – 1	Operations and suppliers at significant risk for incidents of child labor
	409 – Forced or Compulsory Labor (2016)	409 – 1	Operations and suppliers at significant risk for incidents of forced or compulsory labor
411 – Rights of Indigenous Peoples (2016)	411 – 1	Incidents of violations involving rights of indigenous peoples	
	418 – Customer Privacy (2016)	418 – 1	Substantiated complaints concerning breaches of customer privacy and losses of customer data

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Boundary

Boundary of the report covers Group's operations in India, which includes the following entities selected for data review and verification:

S.No.	Name of the holding/subsidiary companies	Indicate whether Holding/ Subsidiary
1	Jubilant Ingrevia Limited	Holding Company
2	Jubilant Infrastructure Limited	Subsidiary
3	Jubilant Agro Sciences Limited	Subsidiary

Our limited assurance engagement is with respect to the Identified Sustainability Information for the reporting boundary as mentioned above for financial year ended 31 March 2025 only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the Sustainability Report, therefore, we do not express any conclusion thereon.

Criteria

The Holding Company has prepared and reported the identified Sustainability Information included in the Sustainability report, based on the principles of the Global Reporting Initiative ('GRI') Sustainability Reporting Standards ('the GRI Standards' / 'Reporting Criteria') issued by Global Sustainability Standards Board (GSSB).

Management's Responsibilities

The Holding Company's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information, taking into account applicable laws and regulations, if any, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content preparation and presentation of the Identified Sustainability Information with reference to the Reporting Criteria. This responsibility includes design, implementation and maintenance of internal control relevant to the preparation of the Sustainability Report and the measurement of the Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

Inherent limitations

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

Practitioner's Independence and Quality Control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (the 'IESBA Code') which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies International Standards on Quality Management ('ISQM') 1 - Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements which requires the firm to design, implement and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Practitioner's Responsibility

Our responsibility is to express a limited assurance in the form of a conclusion on the Identified Sustainability Information based on the procedures we have performed and evidence we have obtained.

We conducted our limited assurance engagement in accordance with the ISAE 3000 (Revised). This standard requires that we plan and perform our engagement to obtain limited assurance about whether the Identified Sustainability Information is free from material misstatement.

A limited assurance engagement undertaken in accordance with ISAE 3000 involves assessing the suitability in the circumstances of the Holding Company's use of the Reporting Criteria as the basis for the preparation of the Identified Sustainability Information, identifying areas where material misstatement is likely to arise in the Identified Sustainability Information whether due to fraud or error, designing and performing procedures to address identified risk areas as necessary in the circumstances, and evaluating the overall presentation of the Identified Sustainability Information.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Conducted physical site visit at the corporate office at Noida and the plant at Gajraula for data and document verification and virtual data and document verification for Plants at Bharuoh, Nira, Savli and Ambernath.
- Interviewed senior executives and department heads to understand the reporting process, governance, systems and controls in place during the reporting period.
- Reviewed the records and relevant documentation including information from audited financial statements or statutory reports submitted by the Group to support relevant performance disclosures within our scope.
- Evaluated the suitability and application of Reporting Criteria and that the Reporting Criteria have been applied appropriately to the Identified Sustainability Information.
- Selected key parameters and representative sampling, based on statistical audit sampling tables and agreeing claims to source information to check accuracy and completeness of claims such as source data, meter data, etc.
- Re-performed calculations to check accuracy of claims.
- Reviewed data from independent sources, wherever available.
- Reviewed data, information about sustainability performance indicators and statements in the report.
- Reviewed and verifying information/ data as per the GRI framework;
- Reviewed accuracy, transparency and completeness of the information/ data provided.



The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not express a reasonable assurance opinion about whether the Identified Sustainability Information have been prepared, in all material respects, with reference to the Reporting Criteria.

Exclusions

Our assurance engagement scope excludes the following and therefore we do not express a conclusion on the same:

- Any disclosure other than those mentioned in the Identified Sustainability Information section above
- Data and information outside the defined reporting period 01 April 2024 to 31 March 2025
- Data related to Group's financial performance, strategy and other related linkages expressed in the Sustainability Report.
- The Group's statements that describe expression of opinion, belief, aspiration, expectation, forward looking statements provided by the Group and assertions related to Intellectual Property Rights and other competitive issues.
- Mapping of the Report with reporting frameworks other than those mentioned in Reporting Criteria above.

While we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls.

The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

Conclusion

Based on the procedures performed and evidences obtained and the information and explanations given to us along with the representation provided by the management, nothing has come to our attention that causes us to believe that Group's Identified Sustainability Information for the financial year ended 31 March 2025 as included in the accompanying Sustainability Report, is not prepared, in all material respects, with reference to the Reporting Criteria defined above.

Other Matter

The information pertaining to the financial year ended 31 March 2024, included as comparative information in the Identified Sustainability Information, was subject to reasonable assurance by previous assurance practitioner, who have expressed an unmodified opinion on those comparative information vide their report dated 31 January 2025.

Our conclusion is not modified with respect to this matter.



Restriction on use

Our limited assurance report has been prepared and addressed to the Board of Directors of the Holding Company at the request of the Holding Company solely to assist the Group in reporting on the Group's sustainability performance and activities for the year ended 31 March 2025. Accordingly, this report may not be suitable for any other purpose and should not be used by any other party other than Board of Directors of the Holding Company without our prior written consent. Further, we do not accept or assume any liability or any duty of care for any other purpose or to any other party to whom this report is shown or into whose hands it may come without our prior consent in writing.

Grant Thornton Bharat LLP

Abhishek Tripathi
Partner

Dated: 17 December 2025

Place: Grant Thornton Bharat LLP

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GLOSSARY

Abbreviation	Full form
4IR	Fourth Industrial Revolution
AAMA	Additional Ambernath Manufacturer's Association
ABP / AR3T	Avoid-Reduce-Restore-Regenerate-Transform (nature-positive hierarchy)
AIDA	All India Distillers' Association
AIIGMA	All India Industrial Gases Manufacturers' Association
AI/ML	Artificial Intelligence / Machine Learning
AGM	Annual General Meeting
ATFD	Agitated Thin Film Dryer
BP	British Pharmacopoeia
BOD	Biological Oxygen Demand
BRSR	Business Responsibility & Sustainability Report
CAB	Chemtech - Chemical Advisory Board
CDMO	Custom Development & Manufacturing organisation
CDP	Carbon Disclosure Project
CEO	Chief Executive Officer
CFO	Chief Financial Officer
CCMD	Co-Chairman & Managing Director
CETP	Common Effluent Treatment Plant
CGWA / CGWB	Central Ground Water Authority / Board
CFC	Chlorofluorocarbon
CFBC	Circulating Fluidized Bed Combustion
CLP	Classification, Labelling and Packaging (EU)
CNG	Compressed Natural Gas
COD	Chemical Oxygen Demand
CoC	Code of Conduct
CPCB / GPCB	Central / Gujarat Pollution Control Board
CSRD	Corporate Sustainability Reporting Directive (EU)
CSR	Corporate Social Responsibility
DMF	Drug Master File

Abbreviation	Full form
DJSI	Dow Jones Sustainability Indices
EFSA	European Food Safety Authority
EPA (US)	Environmental Protection Agency (United States)
EP	European Pharmacopoeia
EPCA	European Petrochemicals Association
EHS / OHS	Environment, Health & Safety / Occupational Health & Safety
EPR	Extended Producer Responsibility
ERM	Enterprise Risk Management
ESRS	European Sustainability Reporting Standards
ESG	Environmental, Social & Governance
EU	European Union
FCC	Food Chemicals Codex
FICCI	Federation of Indian Chambers of Commerce & Industry
FMEA	Failure Mode & Effects Analysis
FSSAI	Food Safety & Standards Authority of India
FSSC 22000	Food Safety System Certification 22000
FSMA	Food Safety Modernisation Act (US)
GCNI	Global Compact Network of India
GHG	Greenhouse Gas
CO ₂ e	Carbon-dioxide equivalent
tCO ₂ e	Metric tonnes of CO ₂ e
GHS / UN-GHS	Globally Harmonised System of Classification & Labelling of Chemicals
GIDC	Gujarat Industrial Development Corporation
GMP / WHO-GMP / State GMP	Good Manufacturing Practice(s) / WHO-GMP / State GMP
GRI	Global Reporting Initiative
HAZOP	Hazard & Operability Study
HSD	High Speed Diesel
IBAT	Integrated Biodiversity Assessment Tool
KBA	Key Biodiversity Area
ICC	Indian Chemical Council
ICPPA	Indian Captive Power Producers Association
IEA (STEPS, NZE)	International Energy Agency (Stated Policies Scenario / Net Zero Emissions)

Abbreviation	Full form
IEC	International Electrotechnical Commission
IE2 / IE3 / IE4	Energy-efficiency classes for electric motors
IFRS S2	International Financial Reporting Standards – Climate-related Disclosures (S2)
IoT	Internet of Things
IP	Intellectual Property
ISO 14001:2015	International Organisation for Standardisation – Quality Management Systems
ISO 45001:2018	International Organisation for Standardisation – Environmental Management Systems
ISO 9001:2015	International Organisation for Standardisation – Occupational Health & Safety Management Systems
ISO 50001:2018	International Organisation for Standardisation – Energy Management Systems
ISO/IEC 27001:2022	International Organisation for Standardisation – Information Security Management Systems
JP	Japanese Pharmacopoeia
JSA	Job Safety Analysis
KLD / KL	Kilo-litres per day / Kilo-litre
KPI(s)	Key Performance Indicator(s)
KRAs	Key Responsibility Areas
LCAs / PCF	Life-Cycle Assessments / Product Carbon Footprint
LEAP	Locate–Evaluate–Assess–Prepare
LN ERP	Enterprise Resource Planning instance referenced as “LN ERP”
LOPA	Layers of Protection Analysis
LSHS / FO	Low Sulphur Heavy Stock / Furnace Oil
LTIFR / LTISR	Lost Time Injury Frequency / Severity Rate
MCS	Microbial Control Solutions
MEE	Multiple Effect Evaporator
MEPL	Maharashtra Enviro Power Limited
MD / COO	Managing Director / Chief Operating Officer
MSME(s)	Micro, Small & Medium Enterprises
MT	Metric Tonne
NABL	National Accreditation Board for Testing & Calibration Laboratories
NDCs	Nationally Determined Contributions
NGRBC	National Guidelines on Responsible Business Conduct
SEZ	Special Economic Zone
NOx / SOx / PM10 / SPM / VOC	Oxides of Nitrogen / Oxides of Sulphur / Particulate Matter 10 / Suspended PM / Volatile Organic Compounds

Abbreviation	Full form
NNL / NPI	No Net Loss / Net Positive Impact
NZE	Net Zero Emissions
O2 Power	O2 Renewables / O2 Power India
ODS	Ozone-Depleting Substances
PCBs	Pollution Control Boards
PCF	Product Carbon Footprint
PDA / PPA	Power Delivery Agreement / Power Purchase Agreement
PFMEAs / QbD	Process FMEA(s) / Quality by Design
PMDA	Pharmaceuticals & Medical Devices Agency
POSH	Prevention of Sexual Harassment
RC 14001	Responsible Care® Management System standard
REACH	Registration, Evaluation, Authorisation & Restriction of Chemicals (EU)
R&D / RDT	Research & Development / Research, Development & Technology
RO / CT-RO / PT-RO	Reverse Osmosis / Cooling-Tower RO / Pre-Treatment RO
S&P Global	S&P Global ESG Assessment / Indices
SASB	Sustainability Accounting Standards Board
SBTi	Science Based Targets initiative
SDGs	Sustainable Development Goals
SEBI	Securities and Exchange Board of India
SEZ	Special Economic Zone
SOP(s)	Standard Operating Procedure(s)
SSP1-2.6 / SSP2-4.5 / SSP5-8.5	Shared Socioeconomic Pathways climate scenarios (low/moderate/high)
STP	Sewage Treatment Plant
TCFD / TNFD	Task Force on Climate-related / Nature-related Financial Disclosures
TDS / TSS / pH	Total Dissolved Solids / Total Suspended Solids / potential of Hydrogen
TIR	Total Incident Rate
TPH	Tonnes Per Hour
UNGC	United Nations Global Compact
UNGPs	UN Guiding Principles on Business & Human Rights
US-FFR	US Food Facility Registration
USFDA	United States Food & Drug Administration

Abbreviation	Full form
USP	United States Pharmacopeia
VFD	Variable Frequency Drive
VOC	Volatile Organic Compounds
WEF	World Economic Forum
WRI / WWF	World Resources Institute / Worldwide Fund for Nature
ZLD	Zero Liquid Discharge
ZWL / ZWTL	Zero Waste to Landfill / Zero Waste to Landfill



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