



ANNUAL **SUSTAINABILITY** REPORT

ALCHEM INTERNATIONAL PVT. LTD.

FY 2025-26



TABLE OF CONTENTS

01

About this Report

About This Report	03
Leadership Message	07
Company Overview	09
Vision, Mission and Core Values	11
Business Model and Value Creation	13
Product Portfolio	15
Manufacturing Footprint	17
Certifications & Industry Credentials	19
Sustainability Performance Highlights	21
Stakeholder Engagement	23
Materiality Assessment	27
Global Reach and Market Presence	29



02

Governance

Governance Structure	33
Business Ethics and Code of Conduct	36
Risk Management Framework	39
Regulatory Compliance	41
Data Privacy and Information Security	42

03

Environmental Stewardship

Environmental Sustainability Strategy	49
Climate Change and GHG Management	51
Energy Efficiency and Decarbonization Initiatives	63
Air Emissions Management	81
Waste Management and Circular Economy	89
Sustainable Manufacturing Practices	94
Pollution Prevention and Environmental Compliance	98
Product Stewardship and Responsible Chemistry	102
Biodiversity and Natural Resource Management	106

04

Social

Occupational Health and Safety	111
Employee Wellbeing	115
Learning and Development	118
Diversity, Equity and Inclusion	122
Human Rights and Labour Practices	125
Collective Bargaining & Workforce Dialogue	127
People Experience & Wellbeing	129
Community Development and CSR Initiatives	131

05

Supply Chain

Responsible Supply Chain Management	137
Supplier ESG Assessment and Due Diligence	139
Responsible Sourcing	141
Research, Development and Innovation	143

06

Annexures

GRI Content Index	147
Assurance Certificate	152





01

About this Report

SDG Alignment





About this Report

Organisation Details (GRI 2-1)

We, Alchem International Private Limited (hereinafter referred to as "Alchem", "the Company", "we", "our", or "us"), present our Sustainability Report for the financial year 2025-26.

Founded in 1935, Alchem International is a globally recognized manufacturer of plant-derived Active Pharmaceutical Ingredients (APIs), phytochemicals, nutraceutical ingredients, cosmeceutical actives, and specialty botanical extracts. With over eight decades of scientific expertise, the Company serves the pharmaceutical, nutraceutical, cosmetic, and healthcare industries through an integrated value chain spanning sustainable sourcing, research and development, advanced manufacturing, regulatory support, and global distribution. Today, Alchem exports its products to more than 35 countries, with approximately 90% of its production serving international markets, supported by regulatory filings in over 20 countries.

At Alchem, sustainability is embedded within our business philosophy and operational strategy. We recognize that responsible manufacturing extends beyond product quality to include environmental stewardship, responsible sourcing of medicinal plants, resource efficiency, occupational health and safety, employee well-being, ethical governance, and regulatory excellence. Through continuous innovation and scientific advancement, we strive to create long-term value for our customers, employees, suppliers, communities, and the environment.

The Company continues to strengthen its sustainability journey through internationally recognized management systems and globally accepted quality standards. Our operations are certified under:

ISO 9001:2015 Quality Management System

ISO 14001:2015 Environmental Management System

ISO 45001:2018 Occupational Health and Safety Management System

ISO 50001 Energy Management System

ISO 27001 Information Security Management

ISO 37001 Anti-bribery Management System

WHO-GMP approved manufacturing facilities (Ballabgarh and Neemrana)

US FDA approved/inspected manufacturing facility at Ballabgarh

ICH Q7A compliant GMP manufacturing for APIs supplied to regulated pharmaceutical markets

Great place to Work JUN 2026 - JUN 2027

Environmental protection, sustainable sourcing of botanical raw materials, energy conservation, responsible resource utilization, employee health and safety, product quality, scientific innovation, and regulatory compliance remain integral to Alchem's long-term growth strategy. Through continuous improvement and technological advancement, the Company seeks to minimize its environmental footprint while delivering high-quality natural healthcare solutions to customers worldwide.

This report presents an overview of Alchem International's sustainability governance, management approach, environmental, social and governance (ESG) performance, strategic initiatives, and progress achieved during FY 2025-26.

Reporting Frameworks and Standards (GRI 1 | GRI 2 | GRI 3)

This Sustainability Report has been prepared to communicate Alchem International's environmental, social, and governance performance, management approaches, sustainability initiatives, and long-term commitments for the reporting period.

The disclosures presented in this report have been prepared with reference to the Global Reporting Initiative (GRI) Standards (2021) and other internationally recognized sustainability reporting practices, wherever applicable. Greenhouse gas emissions disclosed in this report have been quantified in accordance with the principles of the GHG Protocol Corporate Accounting and Reporting Standard.

Manufacturing Facilities



Ballabgarh Manufacturing Facility
Faridabad, Haryana, India

The report also covers relevant corporate functions supporting procurement, research and development, quality, regulatory affairs, manufacturing, environment, health & safety, and business operations.

The report aims to provide stakeholders with transparent, balanced, and meaningful information regarding the Company's sustainability strategy, material topics, operational performance, and future priorities while strengthening accountability and stakeholder confidence.

Entities Included in the Organisation's Sustainability Reporting (GRI 2-2)

This Sustainability Report covers the sustainability performance and disclosures of Alchem International Private Limited for the reporting period from April 1, 2025 to March 31, 2026.

The reporting boundary includes the Company's corporate office, manufacturing facilities, and principal business operations associated with the production of plant-derived pharmaceutical ingredients, nutraceutical ingredients, phytochemicals, and cosmeceutical actives.





Reporting Period, Frequency and Contact Point (GRI 2-3)

This Sustainability Report covers the period from April 1, 2025 to March 31, 2026.

The Company intends to publish sustainability-related information periodically to communicate its ESG performance, strategic priorities, and progress towards sustainable growth. For any questions, comments, or feedback regarding this report, stakeholders may contact:

Alchem International Private Limited

Corporate Office:
201, Empire Plaza,
Mehrauli-Gurgaon Road, Sultanpur,
New Delhi – 110030, India
Email: contact@alcheminternational.com
Phone: +91-11-26809882 (Alchem International)

Reporting Principles and Approach (GRI 3-1 | GRI 3-2)

This report has been prepared through a structured reporting process considering Alchem's material sustainability priorities, business strategy, stakeholder expectations, regulatory obligations, and operational impacts. Information presented in this report has been compiled through cross-functional collaboration involving manufacturing, quality assurance, regulatory affairs, procurement, environment, health and safety, human resources, and corporate functions. Reported information is supported by established internal processes for data collection, review, and validation to ensure consistency and reliability. The report reflects sustainability matters that are significant to Alchem and its stakeholders, considering operational impacts, global pharmaceutical industry practices, scientific innovation, responsible sourcing, and evolving sustainability expectations.

Data Integrity

The Company maintains structured internal systems and controls for collecting, validating, reviewing, and consolidating sustainability-related information disclosed in this report. Information is compiled from relevant business functions and reviewed to enhance the accuracy, consistency, and reliability of reported ESG data.

External Assurance

The ESG information presented in this Sustainability Report of Alchem International Private Limited has been subjected to independent external assurance on a Limited Assurance basis by Anares Analytics LLP, an independent third-party assurance provider.

The assurance engagement included the review of selected ESG disclosures, supporting documentation, reporting methodologies, and internal processes in accordance with the agreed assurance scope to enhance the credibility, transparency, and reliability of the sustainability information presented.

Forward-Looking Statements

This report contains forward-looking statements on Alchem International's sustainability ambitions, business strategy, investments, and future priorities. These statements are based on current assumptions and are subject to business, regulatory, technological, and market uncertainties that may cause actual results to differ.

Commitment to Transparency

Transparency, integrity, quality, environmental responsibility, employee well-being, regulatory compliance, and ethical business practices guide our approach to sustainable growth. This report presents a balanced view of our ESG performance, progress, and commitments as we continue to create long-term value for our stakeholders and society.





Leadership Message

“Leading with Science, Growing with Responsibility.”



For nearly nine decades, Alchem International has remained committed to harnessing the power of nature through scientific innovation. Since our establishment in 1935, we have evolved into a globally trusted manufacturer of plant-derived healthcare ingredients, serving customers across pharmaceutical, nutraceutical, personal care and healthcare industries. Throughout this journey, our purpose has remained constant: to develop high-quality natural solutions that improve lives while conducting business responsibly.

As global expectations continue to evolve, sustainability has become inseparable from long-term business success. At Alchem, we view sustainability not as an independent initiative, but as an integral part of our business strategy, influencing how we source botanical raw materials, manufacture products, engage with our people, collaborate with partners and create lasting value for society. Our business is founded on the responsible use of natural resources. This responsibility extends across our value chain, from sustainable botanical sourcing and scientific research to advanced manufacturing, regulatory excellence and global customer partnerships. By integrating environmental stewardship, operational efficiency, quality management and ethical governance into our decision-making, we continue to strengthen the resilience of our business while contributing positively to the communities and ecosystems that support us.

During FY 2025-26, we continued to reinforce our sustainability foundations through internationally recognized management systems, including ISO 9001, ISO 14001, ISO 45001, ISO 27001, ISO 37001 and ISO 50001, while maintaining the high standards expected by global regulatory authorities and customers. These certifications reflect our commitment to continuous improvement, operational excellence and responsible manufacturing.

Innovation remains the driving force behind our progress. Through scientific research, technological advancement and deep expertise in phytochemical science, we continue to develop plant-derived healthcare ingredients that address evolving healthcare needs while supporting sustainable manufacturing practices. Equally important is our commitment to our employees, whose knowledge, dedication and integrity continue to shape Alchem's success. We remain focused on providing a safe, inclusive and engaging workplace where our people can learn, innovate and grow.

This Sustainability Report marks another important milestone in our ESG journey. It reflects our commitment to transparency, accountability and responsible business conduct while providing stakeholders with meaningful insights into our environmental, social and governance performance. We recognize that sustainability is a continuous journey that requires collaboration, innovation and shared responsibility across our organization and value chain.

As we look to the future, we remain committed to advancing scientific excellence, strengthening responsible sourcing practices, improving resource efficiency, enhancing stakeholder trust and creating sustainable value for generations to come. Guided by our values of Adaptability, Integrity, Decisiveness and Excellence, we will continue building a resilient organization that contributes to healthier lives and a more sustainable world.

I extend my sincere appreciation to our employees, customers, suppliers, business partners and communities for their continued trust and support. Together, we will continue to shape a future where innovation, responsibility and sustainability advance hand in hand.

Sunil Malik

Chief Executive Officer





Company Overview

Corporate Introduction (GRI 2-1)

Established in 1935, Alchem International Private Limited is a globally recognized, research-driven manufacturer of plant-derived healthcare ingredients. With nearly nine decades of expertise in natural product chemistry and phytochemical science, the Company has built a strong foundation in developing innovative natural solutions for the pharmaceutical, nutraceutical, personal care, and healthcare industries.

Headquartered in New Delhi, India, Alchem has steadily evolved into a trusted global organization, combining scientific knowledge with a commitment to responsible business practices. Through its enduring focus on innovation, quality, and customer value, the Company continues to strengthen its position as a preferred partner in the global natural healthcare sector.

Business Identity

Alchem International specializes in the research, development, and commercialization of plant-derived healthcare ingredients for regulated global markets. Its diversified business portfolio supports the pharmaceutical, nutraceutical, personal care, and healthcare sectors by delivering science-based natural solutions for therapeutic, preventive, and wellness applications.

Driven by scientific expertise and a customer-focused approach, the Company continues to strengthen long-term partnerships by delivering reliable, high-quality natural healthcare ingredients that address evolving industry requirements and global healthcare needs.



Purpose and Strategic Focus

Alchem's purpose is to harness scientific knowledge and the essence of nature to develop innovative solutions that enrich well-being and contribute to healthier lives. Guided by this philosophy, the Company is committed to creating long-term value through innovation, customer-centricity, operational excellence, and responsible business practices.

Its strategic focus is centered on strengthening scientific capabilities, advancing innovative natural healthcare solutions, enhancing operational resilience, fostering long-term customer relationships, and creating sustainable value for customers, employees, business partners, and society.

Corporate Strengths

Alchem's sustained success is driven by a combination of scientific expertise, innovation, quality, and customer trust that has been cultivated over nearly nine decades.

- ✦ Nearly nine decades of expertise in natural product chemistry and botanical science.
- ✦ Strong research and innovation capabilities supporting the development of plant-derived healthcare ingredients.
- ✦ Deep understanding of the pharmaceutical, nutraceutical, personal care, and healthcare industries.
- ✦ Customer-centric approach built on long-term partnerships, technical excellence, and reliable product quality.
- ✦ Commitment to quality, integrity, and continuous improvement across business operations.
- ✦ Trusted reputation in regulated international markets, supported by scientific excellence and responsible business practices.

Business Snapshot (At a Glance)

Particular	Details
Established	1935
Headquarters	New Delhi, India
Business Nature	Research-driven manufacturer of plant-derived healthcare ingredients
Core Business	Development and manufacturing of plant-derived Active Pharmaceutical Ingredients (APIs), nutraceutical ingredients, cosmeceutical actives, and specialty botanical solutions
Core Expertise	Natural product chemistry, phytochemical research, botanical extraction, and scientific innovation
Industries Served	Pharmaceutical, Nutraceutical, Personal Care, and Healthcare
Business Philosophy	Harnessing nature and science to develop innovative healthcare solutions that enrich well-being



1935

Strong research and innovation capabilities supporting the development of plant-derived healthcare ingredients.



1980

Expanded into the development and manufacturing of plant-derived Active Pharmaceutical Ingredients (APIs), strengthening expertise in natural product chemistry.



Business Evolution

Enhanced scientific capabilities through continued investment in phytochemical research, process innovation, and product development.



Strategic Diversification

Broadened the business portfolio to address evolving healthcare and wellness needs through diversified natural healthcare solutions.



Today

A globally trusted, research-driven organization committed to advancing natural healthcare through scientific excellence, innovation, and responsible business practices.



Purpose, Vision and Core Values

(GRI 2-23)



Vision

To be a globally trusted leader in plant-derived healthcare solutions, advancing innovation, scientific excellence, and sustainable manufacturing to improve the health and well-being of people worldwide while creating lasting value for all stakeholders.



Mission

"To use our knowledge and the essence of Mother Nature to deliver natural solutions that enriches wellbeing and promotes healthy, happy and self-reliant individuals as they travel through life."



Core Values

Four elements, one compound.



Our values are not listed in isolation — they combine, in sequence, into the way Alchem operates: seeing change as opportunity, acting on it with integrity, converting it decisively, and refusing to settle for anything less than excellence.



Ad

ADAPTABILITY

01

Our core values reflect the constantly changing nature of the markets we operate in. Adaptability is the key driver that propels our growth — we strive to harness the opportunities brought about by changing circumstances.

In

INTEGRITY

02

Our thoughts, deeds and actions define our relationships with employees, customers and partners. Integrity is fundamental to building collaborations that last a lifetime — and beyond.

De

DECISIVENESS

03

Grasping opportunity requires decisiveness of thought and action to turn possibility into reality. Alchem International acts where others hesitate.

Ex

EXCELLENCE

04

Our commitment to quality and service is central to our philosophy, continually raising the bar. We aspire to excellence without compromise.



Business Model and Value Creation

(GRI 2-6)

Business model



Business inputs

- Botanical raw materials
- Natural bioactive molecules
- Scientific and technical expertise
- Research and innovation capabilities
- Advanced manufacturing infrastructure
- Skilled workforce
- Technology and analytical laboratories
- Financial and intellectual capital



Key business activities

- Sustainable botanical sourcing
- Research and product development
- Phytochemical extraction and purification
- API manufacturing
- Nutraceutical ingredient manufacturing
- Cosmeceutical active development
- Pharmaceutical-grade nicotine production
- Quality assurance and analytical testing
- Regulatory documentation and compliance
- Global supply chain and distribution



Outputs

- Plant-derived active pharmaceutical ingredients (APIs)
- Nutraceutical ingredients
- Cosmeceutical active ingredients
- Specialty botanical extracts
- Pharmaceutical-grade nicotine products
- Regulatory and technical support solutions



Customers

High-quality natural healthcare solutions



Communities

Employment and socio-economic development



Employees

Safe workplace and professional growth



Environment

Sustainable sourcing and resource efficiency



Suppliers

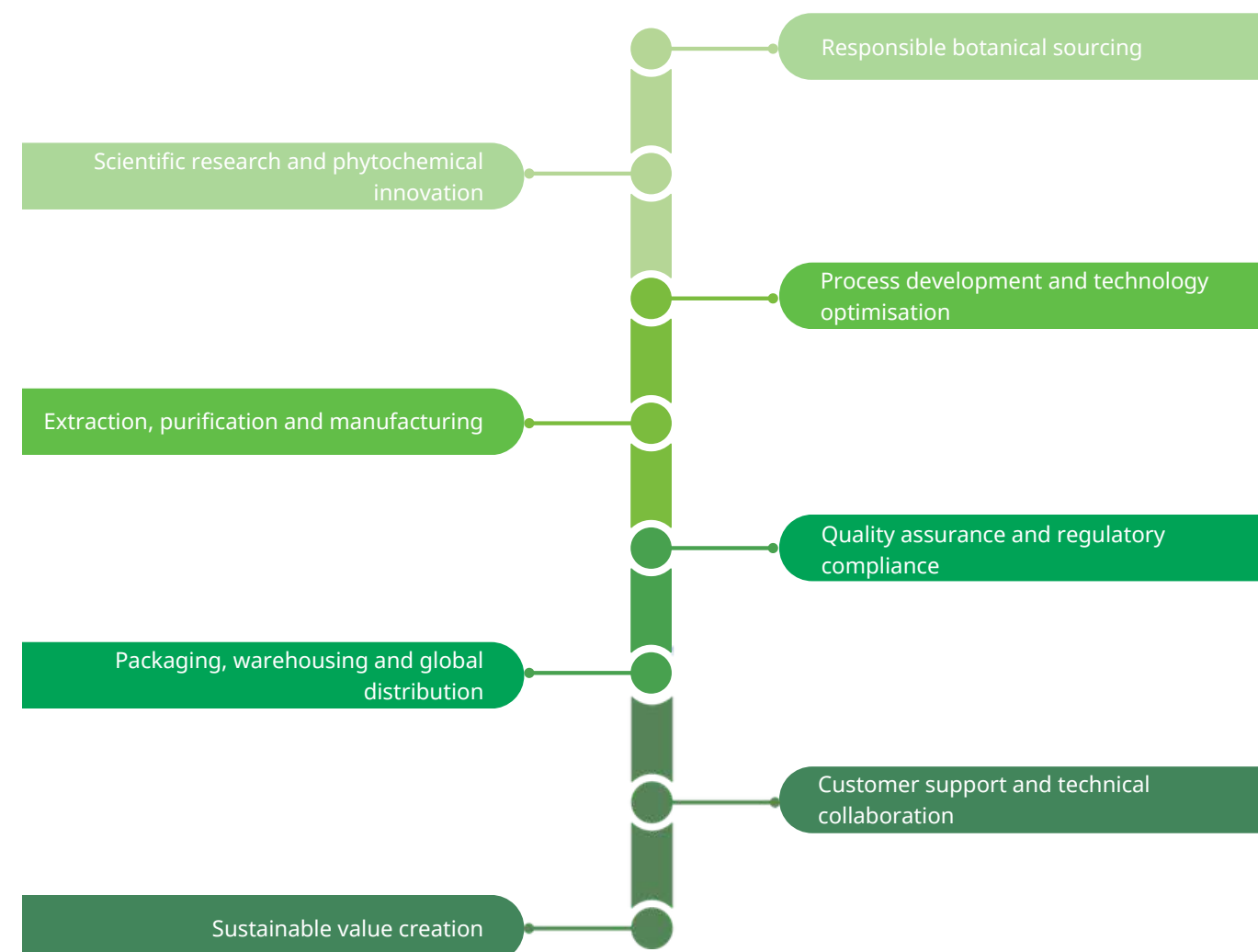
Responsible, long-term partnerships



Shareholders

Sustainable growth and long-term value

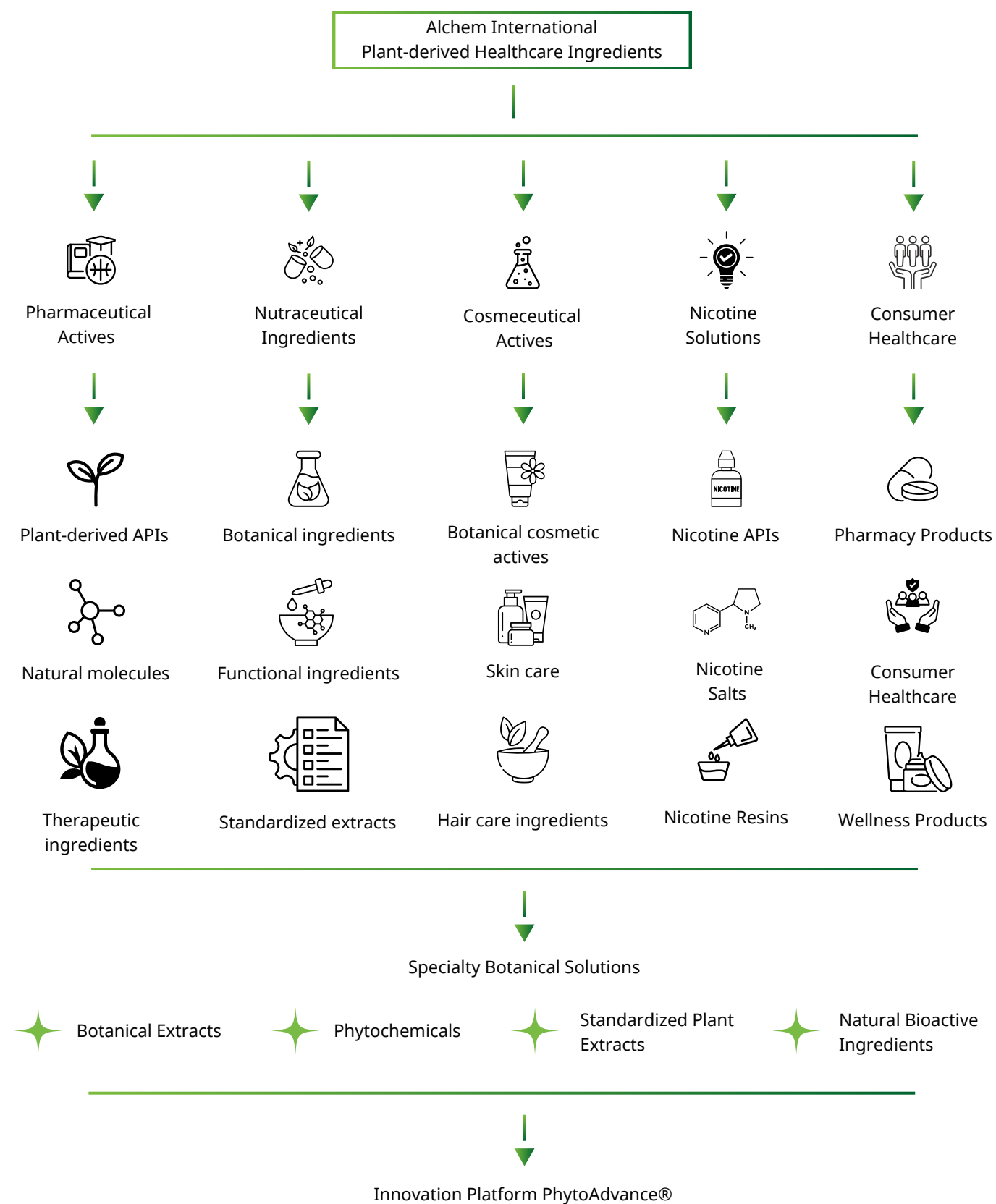
End-to-end value chain





Product Portfolio

(GRI 2-6)





Manufacturing Footprint

(GRI 2-1, GRI 2-6)

Manufacturing Network

Alchem International has established an integrated manufacturing network that supports the production of plant-derived healthcare ingredients through strategically developed manufacturing infrastructure across India. Designed to support operational efficiency, production reliability, and business continuity, the Company's manufacturing ecosystem combines advanced processing capabilities with scientific expertise to meet evolving business requirements.

Manufacturing Footprint at a Glance

Manufacturing Presence

3 Manufacturing Sites across India

Manufacturing Campus

Spread across 62 acres*

Workforce Supporting Operations

1,000+ Employees

Manufacturing Model

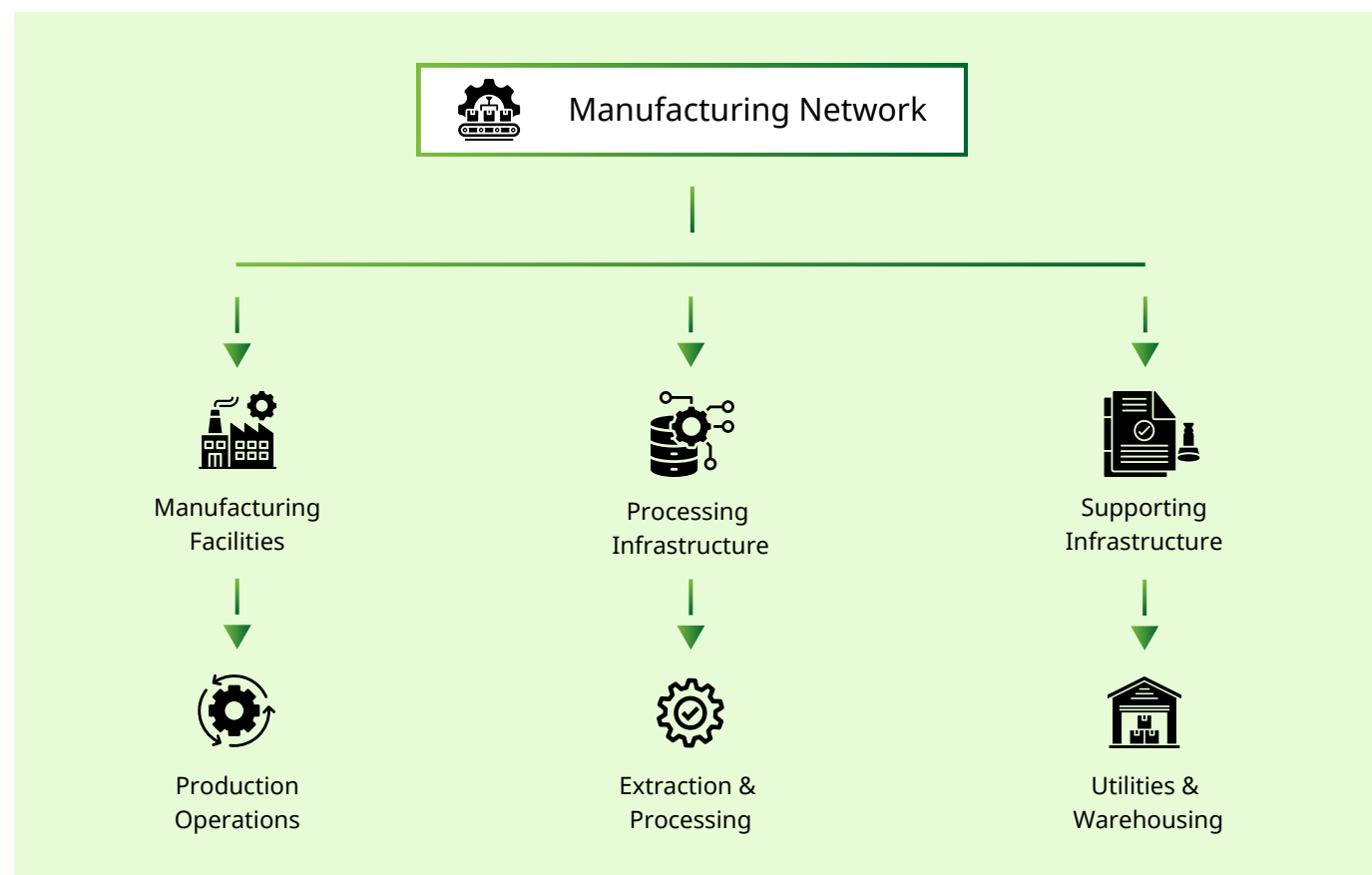
Integrated manufacturing operations

Production Infrastructure

Dedicated extraction, processing, and production facilities

*As disclosed on the Company's "Our Strengths" page.

Manufacturing Infrastructure



Manufacturing Capabilities

Core manufacturing Capabilities



Manufacturing Ecosystem

Operational Area	Manufacturing Focus
Manufacturing Facilities	Integrated production operations
Processing Infrastructure	Botanical extraction and ingredient processing
Production Operations	Manufacturing of plant-derived healthcare ingredients
Warehousing	Material storage and dispatch support
Utilities	Infrastructure supporting manufacturing operations



Certifications & Industry Credentials

(GRI 2-6)

International Certifications & Management Systems



ISO 9001:2015
Quality Management System



ISO 14001:2015
Environmental Management System



ISO 45001:2018
Occupational Health & Safety Management System



ISO 50001:2018
Energy Management System



ISO 27001
Managing Information Security



ISO 37001
Anti-bribery Management Systems (ABMS)



CDP
Score B



Great Place To Work
Certified



GMP
CERTIFIED



SMETA

Regulatory Credentials

Credential	Details
USFDA Inspections	Successfully inspected by the USFDA on multiple occasions, demonstrating compliance with international pharmaceutical regulatory requirements.
CEP Certifications	Certificates of Suitability (CEP) for selected pharmaceutical ingredients.
US Drug Master Files (USDMFs)	Regulatory filings supporting customers in regulated pharmaceutical markets.
Regulatory Dossiers	Dossiers filed across multiple international markets to support global product registrations.



Sustainability Performance Highlights

 Environment	FY 2025-26	
 Scope 1 GHG Emissions (tCO ₂ e)	2,669.12	
 Scope 2 GHG Emissions (tCO ₂ e)	5,787.39	
 GHG Emission Intensity (tCO ₂ e / Revenue)	26.49	
 Total Energy Consumption (Kwh)	8,038,044	
 Total Rain Water Harvested (Kilo Litres)	4161.6	
 Total Water Withdrawal (KL)	44,881	
 Water Recycled & Reused (KL)	8483.02	
 Hazardous Waste Generated (MT)	10,360.77	
 Non-Hazardous Waste Generated (MT)	196,854.54	

 Social	FY 2025-26	
 Manhours worked	1152000	
 Employee Training Hours	600	
 Average Training Hours per Employee	2	
 Lost Time Injury Frequency Rate (LTIFR)	0	
 CSR Expenditure (₹ Lakhs)	51.62	

 Governance	FY 2025-26	
 Whistleblower Cases Reported	0	
 Whistleblower Cases Resolved (%)	0	
 Cybersecurity Incidents	0	



Stakeholder Engagement

(GRI 2-29)

Our Approach to Stakeholder Engagement

Alchem International Private Limited recognizes that meaningful stakeholder engagement is fundamental to creating long-term value and advancing its sustainability journey. As a research-driven manufacturer of plant-derived healthcare ingredients, the Company actively engages with stakeholders to understand their expectations, strengthen relationships, and incorporate valuable insights into business decisions and sustainability priorities.

Stakeholder engagement enables Alchem to identify emerging opportunities and risks, enhance transparency, support responsible business practices, and continuously improve its environmental, social, and governance (ESG) performance.

Stakeholder Engagement Process



Identification of Stakeholders

Employees • Customers • Suppliers • Business Partners • Regulators • Communities



Understanding Expectations

Business Needs • ESG Priorities • Regulatory Requirements • Industry Trends



Engagement Channels

Meetings • Customer Interactions • Supplier Discussions • Audits • Surveys • Training • Community Engagement



Assessment & Review

Evaluation of Feedback and Emerging ESG Issues



Integration into Business Strategy

Operational Improvements • Sustainability Priorities • Risk Management





Key Stakeholder Groups

Stakeholder Group	Primary Engagement Methods	Key Areas of Interest
Employees	Meetings, training programmes, performance reviews	Health & safety, learning & development, employee well-being
Customers	Technical discussions, product support, business meetings	Product quality, innovation, regulatory compliance, supply reliability
Suppliers	Supplier interactions, procurement reviews	Responsible sourcing, quality, ethical business practices
Regulatory Authorities	Regulatory submissions, inspections, statutory compliance	Regulatory compliance, product safety, environmental compliance
Business Partners	Strategic meetings and collaborations	Business continuity, innovation, long-term partnerships
Local Communities	CSR initiatives and community engagement	Social development, environmental stewardship, local employment

Stakeholder Group	Engagement Methods	Engagement Frequency	Key Topics of Interest
Employees	Town halls, team meetings, training programmes, performance reviews, employee communication platforms	Continuous, Monthly, Quarterly and Annually	Occupational health & safety, employee well-being, learning & development, career growth, workplace engagement
Customers	Business meetings, technical discussions, customer visits, product support, feedback sessions	Continuous and Quarterly	Product quality, innovation, regulatory compliance, supply reliability, technical support
Suppliers	Supplier meetings, procurement reviews, audits, performance evaluations	Quarterly and Annually	Responsible sourcing, product quality, business ethics, supply continuity
Business Partners & Distributors	Business review meetings, strategic discussions, collaborative planning	Quarterly and Annually	Business growth, operational excellence, long-term partnerships
Regulatory Authorities	Regulatory submissions, inspections, statutory meetings and compliance interactions	As Required / Periodically	Regulatory compliance, product stewardship, environmental and statutory requirements
Local Communities	CSR initiatives, community engagement programmes, awareness activities	Periodically / Annually	Community development, environmental stewardship, local employment and social impact
Industry Associations	Industry forums, conferences, technical seminars, knowledge-sharing platforms	Periodically	Industry developments, regulatory trends, sustainability and innovation
Shareholders / Directors (if applicable)	Board meetings, governance reviews, strategic discussions	Quarterly and Annually	Corporate governance, business performance, strategy, risk management and long-term value creation





Materiality Assessment

(GRI 3)

What Matters Most (Material Topics) (GRI 3-1, GRI 3-2, GRI 3-3)

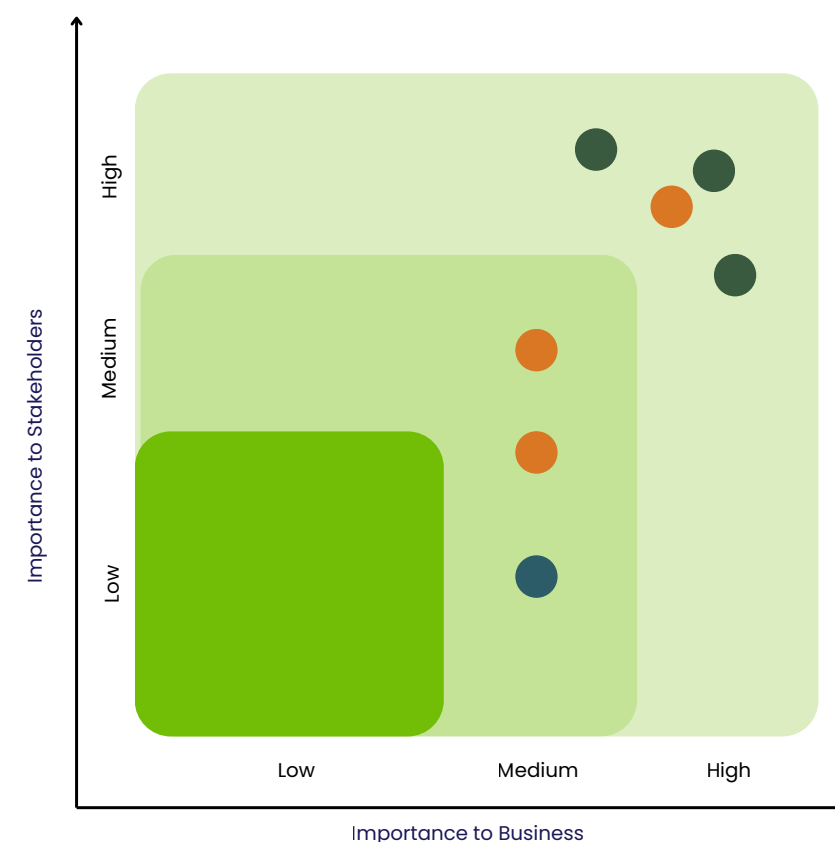
Introduction – Single Materiality Approach

Alchem International Private Limited applies a Single Materiality approach to identify and prioritize environmental, social, and governance topics that are most significant to its business operations, stakeholder expectations, regulatory obligations, and long-term value creation. As a manufacturer of plant-derived healthcare ingredients serving the pharmaceutical, nutraceutical, personal care, and healthcare industries, the Company focuses on scientific innovation, product quality, responsible manufacturing, environmental stewardship, occupational health and safety, and ethical business conduct. The materiality assessment enables Alchem to align its sustainability strategy with the issues that have the greatest influence on business performance and stakeholder confidence.

Materiality Assessment Process



Material Topic	Priority Level	Stakeholder Relevance	Business Impact
Product Quality & Patient Safety	High	High	High
Research, Innovation & Natural Product Development	High	High	High
Environmental Stewardship & Resource Efficiency	High	High	High
Occupational Health & Safety	High	High	High
Regulatory Compliance & Product Stewardship	High	High	High
Responsible Supply Chain	High	High	High
Business Ethics & Corporate Governance	High	High	High
Talent Development & Employee Well-being	High	High	Medium
Community Engagement	Medium	Medium	Medium
Climate Change & Energy Management	High	High	High



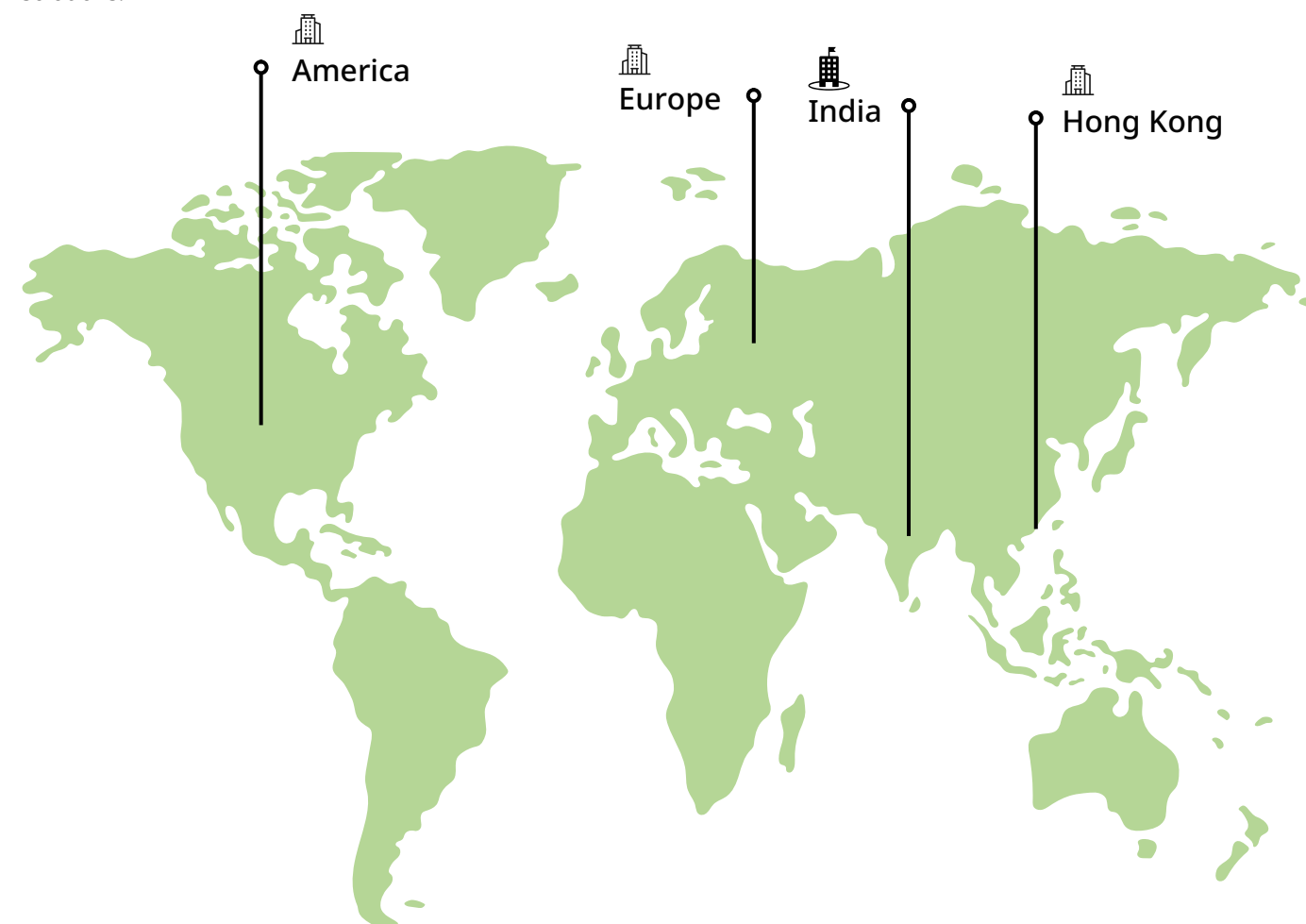
Management of Material Topics (GRI 3-3)

Alchem International manages its material sustainability topics through integrated governance, operational controls, scientific innovation, and continuous performance monitoring. Material ESG topics are embedded into business planning and decision-making processes to support responsible manufacturing, product quality, regulatory compliance, occupational health and safety, environmental stewardship, and ethical business conduct. The Company regularly reviews its material priorities through stakeholder engagement, management oversight, and internal performance assessments to ensure continued alignment with evolving business objectives, industry expectations, and long-term sustainability commitments.



Global Reach and Market Presence

Alchem International Private Limited has established a strong international presence as a pioneer in the phytochemical industry, delivering plant-derived healthcare ingredients to customers across regulated global markets. Through decades of scientific expertise, customer-centric innovation, and long-standing partnerships, the Company serves leading pharmaceutical, cosmetic, and nutraceutical organizations worldwide. Its export-oriented business model has enabled Alchem to expand its footprint while strengthening its position as a trusted global supplier of natural healthcare solutions.



Pharmaceutical Industry



Cosmetic Industry



Nutraceutical Industry

Alchem has developed long-standing collaborations with leading global pharmaceutical, cosmetic, and nutraceutical companies, with several customer relationships spanning more than three decades. The Company also welcomes customer audits and maintains close technical and commercial engagement with its international partners.

Export Presence



90% of Production Exported



Sales Across 35+ Countries



Regulatory Dossiers Filed in 20+ Countries

Alchem is an export-oriented organization, with approximately 90% of its production exported from India. To support international market access, the Company has filed regulatory dossiers in more than 20 countries, reinforcing its commitment to serving regulated global markets.

Global Presence at a Glance



Countries Served
35+ Countries



International Divisions
India, Europe, Hong Kong and the United States



Export Business
Approximately 90% of production exported



Regulatory Presence
Regulatory dossiers filed in 20+ countries



Customer Industries
Pharmaceutical, Cosmetic and Nutraceutical



Global Workforce
1,000+ Employees Worldwide





02

Governance

SDG Alignment





Governance Structure

(GRI 2-9, GRI 2-12, GRI 2-13)

Driving Sustainable Value Through Responsible Governance

At Alchem International Pvt. Ltd., sound corporate governance is fundamental to responsible business conduct, scientific excellence and long-term value creation. As a global manufacturer of botanical extracts, phytopharmaceutical ingredients, nutraceuticals and pharmaceutical actives, the Company recognises that effective governance enables sustainable growth while reinforcing stakeholder confidence across its global markets.

Alchem has established a governance framework that integrates strategic oversight, ethical leadership, operational accountability and responsible decision-making across the organisation. The framework supports compliance with applicable laws and international business standards while enabling effective management of business opportunities, risks and sustainability priorities.

Governance responsibilities are clearly defined across the Board of Directors, Executive Leadership and functional management teams, ensuring accountability, transparency and disciplined execution of strategic objectives. This integrated governance approach strengthens organisational resilience, promotes responsible innovation and enables Alchem to consistently deliver high-quality products while creating long-term value for customers, employees, suppliers, shareholders and society.

Board Oversight and Strategic Direction (GRI 2-9, GRI 2-12)

The Board of Directors provides strategic direction and governance oversight to support Alchem's long-term business objectives, sustainable growth strategy and responsible corporate conduct. Through regular review of business performance, strategic priorities, enterprise risks and emerging opportunities, the Board guides the Company's continued growth while ensuring effective governance across its global operations. The Board oversees the effectiveness of governance processes, business integrity, risk management and organisational performance, while delegating day-to-day operational responsibilities to the Executive Leadership team. This governance model enables balanced decision-making, effective oversight and accountability throughout the organisation.

Governance Structure



Accountability Through Effective Leadership (GRI 2-9, GRI 2-13)

Accountability is embedded throughout Alchem's governance framework through clearly defined roles, delegated authorities and structured reporting relationships. Executive Leadership is responsible for implementing corporate strategy, managing operational performance, driving innovation and ensuring compliance with applicable legal, regulatory and internal governance requirements. Cross-functional collaboration across research and development, manufacturing, quality assurance, regulatory affairs, supply chain, finance, human resources and environment, health and safety enables governance responsibilities to be integrated into everyday business operations. This coordinated approach supports disciplined execution, effective risk management and continuous operational improvement while reinforcing accountability at every level of the organisation.

Governance for Sustainable Business (GRI 2-12, GRI 2-13)

Alchem's governance framework supports the integration of sustainability considerations into strategic planning and operational decision-making. Governance mechanisms are designed to balance business growth with responsible risk management, regulatory compliance, product quality, innovation and stakeholder expectations.

Strategic oversight enables the Company to evaluate emerging opportunities and business risks while ensuring alignment with long-term organisational objectives. Governance responsibilities are supported through documented policies, delegated authorities, management review processes and cross-functional collaboration that promote accountability across research, manufacturing, quality, regulatory affairs, supply chain and corporate functions.

This integrated governance approach strengthens organisational agility, supports responsible innovation and reinforces Alchem's commitment to sustainable business performance.

Integrated Governance Framework

Governance Element	Purpose / Focus
Board Oversight	Provides strategic direction and governance oversight.
Leadership Accountability	Drives implementation of governance policies and business objectives.
Integrated Decision-Making	Aligns sustainability, operational resilience, information protection and business performance.
Policies & Internal Controls	Establishes consistent governance and control practices across operations.
Risk Management	Identifies, assesses and prioritises governance, operational and emerging business risks.
Regulatory Compliance	Supports adherence to applicable legal, regulatory and internal requirements.
Information Security & Data Protection	Protects confidential, personal, scientific and business information throughout its lifecycle.
Performance Monitoring	Reviews governance and control effectiveness and organisational performance.
Continuous Improvement	Strengthens governance maturity through periodic evaluation and enhancement.

Governance responsibilities are embedded across the Board of Directors, Executive Leadership and functional leadership teams through clearly defined accountability structures. Periodic management reviews, risk assessments, internal monitoring and continuous improvement initiatives enable the Company to strengthen governance maturity while responding proactively to evolving business, regulatory and technological developments.



Business Ethics and Code of Conduct (GRI 2-23, GRI 2-24, GRI 2-26, GRI 205-2, GRI 205-3)

Embedding Integrity Across Every Business Decision

At Alchem International Pvt. Ltd., integrity is fundamental to responsible business conduct, stakeholder trust and sustainable value creation. As a research-driven organisation serving pharmaceutical, nutraceutical and botanical healthcare markets, the Company is committed to conducting business ethically, transparently and in compliance with applicable laws, regulations and internal requirements.

Alchem's Ethics and Compliance Framework establishes the principles, policies, governance mechanisms and internal controls that guide responsible decision-making across the organisation. The framework promotes honesty, accountability, transparency and professional conduct while enabling employees and relevant business partners to identify, prevent and report potential ethical and compliance concerns.

The framework is anchored by the Company's Code of Business Conduct and Ethics and supported by policies and procedures covering anti-bribery and anti-corruption, conflicts of interest, regulatory compliance, responsible procurement, human rights, information confidentiality, fair employment practices and the whistleblower mechanism. These requirements establish clear expectations for Directors, employees and, where applicable, suppliers, contractors, consultants and other business partners.

Ethical considerations are integrated into strategic planning, operational decision-making and commercial relationships. Alchem applies a risk-based approach to ethics and compliance by identifying potential integrity risks, assessing their likelihood and potential impact, implementing preventive controls, monitoring their effectiveness and taking corrective action where required.

Ethics and Compliance Framework



Business Ethics and Code of Conduct

(GRI 2-23, GRI 2-24)

Alchem's Code of Business Conduct and Ethics establishes the standards of behaviour expected across the organisation and serves as the foundation for ethical and responsible decision-making.

The Code provides guidance on integrity, fairness, transparency and compliance, supporting ethical interactions with customers, suppliers, regulators, healthcare stakeholders, research partners and other business relationships. It reinforces compliance with applicable legal and regulatory obligations and encourages employees to raise concerns regarding suspected misconduct or violations through established reporting mechanisms.

The Code is communicated through employee induction, periodic awareness programmes, policy communication and leadership engagement. Relevant employees receive role-appropriate guidance on ethical conduct, anti-corruption expectations, conflicts of interest and reporting responsibilities.

Principles of Responsible Business Conduct

Principle	Purpose / Focus
Integrity and Accountability	Conduct business honestly and responsibly while remaining accountable for decisions and actions.
Compliance	Comply with applicable laws, regulations and internal governance requirements.
Anti-Bribery and Anti-Corruption	Prevent bribery, improper payments and unethical influence through appropriate controls, training and monitoring.
Fair Business Practices	Promote transparent, responsible and ethical commercial practices.
Conflict of Interest Management	Identify, disclose and appropriately manage actual, potential or perceived conflicts of interest.
Responsible Third-Party Engagement	Apply proportionate integrity screening and due diligence when engaging suppliers, contractors, consultants and other business partners.
Respect for Human Rights	Foster dignity, inclusion, fairness and equal opportunity throughout the workplace and value chain.
Protection of Confidential Information	Safeguard intellectual property, scientific knowledge and confidential business information.
Responsible Use of Company Assets	Ensure organisational resources are used responsibly and for legitimate business purposes.
Sustainability Commitment	Integrate environmental, social and governance considerations into business decisions.





Anti-Bribery and Anti-Corruption
(GRI 205-2, GRI 205-3)

Alchem maintains a zero-tolerance approach to bribery, corruption, facilitation payments and other forms of improper influence. Employees and relevant business partners are expected to conduct business transparently and avoid activities that could create actual, potential or perceived conflicts of interest.

The Company's approach combines awareness, risk assessment, preventive controls, appropriate approvals, reporting, investigation and corrective action. Potential corruption risks are identified and assessed based on the nature, likelihood and potential impact of the relevant activity, relationship or transaction.

The Company applies appropriate controls to sensitive transactions and business interactions to reduce the risk of improper influence and unethical conduct. Identified concerns are reviewed by the appropriate responsible function or authority, with mitigation, escalation or corrective action undertaken as appropriate.

Conflict of Interest Management

Employees are expected to disclose relevant actual, potential or perceived conflicts of interest and seek appropriate guidance or prior approval where required.

Particular attention is given to situations involving gifts, hospitality, travel, professional services or other sensitive transactions that could create a personal benefit or perceived conflict. Applicable approval thresholds, permissible categories and documentation requirements are followed in accordance with internal policies and procedures.

Where a potential conflict is identified, the matter is reviewed by the appropriate responsible function or authority and managed through mitigation, escalation or corrective action, as appropriate.

Third-Party Integrity Due Diligence
(GRI 2-24)

Alchem recognises that third-party relationships can present integrity and corruption risks and therefore applies proportionate, risk-based due diligence to relevant suppliers, contractors, consultants, agents and other business partners.



The due diligence process considers the nature and risk profile of the relationship and may include collection and review of relevant third-party information, assessment of integrity and compliance risks, screening against applicable requirements and documentation of the assessment outcome.

Higher-risk relationships may be subject to enhanced review, additional approvals or appropriate mitigation measures. Due diligence outcomes and identified concerns are monitored through relevant business processes, enabling the Company to strengthen controls and take appropriate action where integrity risks or compliance gaps are identified.

Ethics Training and Awareness
(GRI 205-2)

Alchem strengthens ethical awareness through employee induction, periodic ethics communication and role-relevant training. Training and awareness activities cover the Code of Business Conduct and Ethics, anti-bribery and anti-corruption expectations, conflicts of interest, responsible business conduct and mechanisms for raising concerns.

Training coverage and participation are monitored to support consistent awareness across the workforce. Employees whose responsibilities involve heightened ethical, regulatory or third-party risks may receive additional role-specific communication or training.

Training records, participation information and relevant programme materials are maintained through applicable internal processes to support monitoring of training effectiveness and coverage.

Speak-Up and Whistleblower Mechanism (GRI 2-26)

Alchem encourages employees and relevant stakeholders to report suspected misconduct, corruption, bribery, conflicts of interest, information security concerns, policy violations, and other unethical conduct through established reporting mechanisms.

The whistleblower mechanism provides for confidential handling of concerns, protection against retaliation, and dedicated reporting channels for raising concerns in good faith.

To strengthen its ethics and compliance framework, the Company also conducts periodic Internal Assessments on Anti-Corruption and Internal Assessments on Information Security to identify risks, evaluate controls, and address areas requiring improvement.

Reported matters and assessment findings are appropriately recorded, reviewed, and investigated based on their nature and severity. Corrective or remedial actions are taken where concerns are substantiated.

The Company maintains appropriate records of reported concerns and assessment outcomes to support monitoring, management review, and continual improvement. This mechanism reinforces a speak-up culture and strengthens preventive controls across the organization.

Ethics Risk Assessment and Compliance Monitoring (GRI 2-25)

Alchem applies a risk-based approach to ethics and compliance by identifying potential integrity risks, assessing their likelihood and potential impact, implementing preventive controls, monitoring their effectiveness and taking corrective action where required.

Identified risks and control gaps are reviewed through appropriate management processes, enabling the Company to strengthen preventive measures and address emerging integrity risks.

Performance Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Employees Trained on Business Ethics	% / No.	100%	100%	100%
Ethics-related Complaints Received	Number	0	0	0
Whistleblower / Ethics-related Reports Received	Number	0	0	0
Confirmed Corruption Incidents	Number	0	0	0
Confirmed Corruption Incidents Resulting in Corrective / Disciplinary Action	Number	0	0	0





Risk Management Framework

(GRI 2-25)

Enterprise Risk Management

Alchem recognises that proactive risk management is essential for sustaining operational excellence, business continuity and long-term business success. The Company's Enterprise Risk Management Framework provides a structured approach for identifying, assessing, prioritising, mitigating and monitoring risks that may affect business continuity, product quality, regulatory compliance, supply chain resilience, information security and organisational performance.

Risk management is integrated into strategic planning and operational processes, enabling business functions to evaluate risks within their respective areas while implementing appropriate mitigation measures. Regular management reviews and cross-functional collaboration ensure that emerging risks are monitored continuously and addressed through timely action.

This risk-based approach enhances organisational resilience, supports informed decision-making and enables the Company to respond effectively to a dynamic global operating environment.

Governance Structure

01

Risk Identification



02

Risk Assessment



03

Risk Prioritisation



04

Risk Mitigation & Corrective Action



05

Monitoring & Reporting



06

Periodic Review & Continuous Improvement



Risk Identification

The Company identifies strategic, operational, regulatory, supply chain, technology, information-security and other emerging risks that could affect business objectives, operational continuity, product quality or stakeholder expectations.

Risk identification is supported by business-function reviews, management discussions, operational monitoring and consideration of changes in the internal and external business environment.

Risk Assessment

Identified risks are assessed based on relevant factors including their likelihood, potential impact and business significance. This enables the Company to distinguish higher-priority risks from routine operational matters and focus mitigation resources appropriately.

Risk assessments are documented and periodically reviewed to reflect changes in business activities, technology, regulatory requirements and emerging threats.

Risk Mitigation and Corrective Action

Appropriate preventive controls, mitigation measures and action plans are established for identified risks. Responsibility for risk treatment is assigned to relevant functions, with progress monitored through established management processes.

Where control gaps or significant risks are identified, corrective and preventive actions are implemented to reduce exposure and strengthen organisational resilience.

Monitoring, Reporting and Review

Risk registers and assessment outcomes are periodically reviewed. Management monitoring supports tracking of risk exposure, mitigation effectiveness and emerging risks.

Cross-functional collaboration enables relevant functions to share information, escalate significant concerns and coordinate appropriate responses. This structured approach enables Alchem to continually strengthen its risk management practices and support informed decision-making.

Information Security Risk Management

Information-security risks are assessed across relevant business processes and information assets to identify vulnerabilities and potential impacts on the confidentiality, integrity and availability of information.

Risk assessments consider relevant threats, affected information or systems, likelihood and potential impact. Identified risks are documented and prioritised, with corrective and preventive action plans established where material risks or control gaps are identified.

The effectiveness of information-security controls is monitored through periodic reviews and, where applicable, internal or formal audit activities. Reviews consider defined control areas and scope, the responsible function or accountable authority and the effectiveness of existing controls through testing, review of records or retrospective assessment. Findings are documented and addressed through appropriate corrective actions, with relevant lessons incorporated into continuous improvement of information-security practices.





Regulatory Compliance

(GRI 2-23, GRI 2-24)

Commitment to Regulatory Compliance

Compliance with applicable laws, regulations, standards and internal requirements is integral to Alchem's governance framework. As a research-driven organisation operating across pharmaceutical, nutraceutical and botanical healthcare markets, the Company recognises the importance of maintaining robust regulatory and compliance practices across its operations.

Alchem's governance framework incorporates compliance considerations into strategic and operational decision-making, with relevant functions responsible for implementing applicable requirements within their areas of responsibility.

Regulatory Requirements and Applicability

Relevant legal, regulatory and internal requirements are identified and assessed for applicability to the Company's activities. Applicable requirements are incorporated into relevant policies, procedures, operational controls and employee responsibilities. The approach enables business functions to remain aligned with changing regulatory expectations and integrate applicable requirements into day-to-day activities.

Compliance Implementation and Internal Controls

Compliance requirements are supported through documented policies, procedures and internal controls. Responsibilities are assigned to relevant functions to ensure that applicable requirements are implemented and monitored. Internal controls provide a structured basis for managing compliance-related risks and supporting consistent implementation across relevant operations.

Compliance Monitoring and Review

Compliance performance is monitored through management oversight, internal reviews, control assessments and, where applicable, audits. Reviews consider relevant processes, responsibilities, documentation and implementation effectiveness. Where gaps, non-compliances or control weaknesses are identified, appropriate corrective and preventive actions are established and monitored through relevant management processes.

Regulatory Compliance Framework



Responsible Business Conduct and Compliance

Alchem's commitment to compliance extends beyond regulatory requirements to responsible business conduct. Employees and relevant business partners are expected to comply with applicable requirements and internal policies and to raise concerns where potential violations, unethical practices or compliance issues are identified. The Company's Code of Business Conduct and Ethics reinforces expectations for integrity, transparency, accountability and compliance, supporting responsible conduct throughout business relationships.

Data Privacy and Information Security

(GRI 2-24, GRI 2-25, GRI 2-26, GRI 2-27)

Protecting Information and Stakeholder Trust

Alchem recognises that protecting information assets, scientific knowledge, intellectual property, personal information and confidential business information is fundamental to maintaining stakeholder trust and operational resilience.

The Company has established governance practices that support secure management of information throughout its lifecycle while promoting compliance with applicable legal, contractual and regulatory requirements.

Information-security responsibilities are integrated across business functions through documented policies, controlled access mechanisms, employee awareness initiatives and periodic risk assessments. Appropriate administrative, technical and organisational controls help safeguard sensitive information against unauthorised access, disclosure, alteration, loss or misuse.

The Company continues to strengthen cybersecurity preparedness through continuous monitoring, employee awareness, responsible information management and periodic review of information-security practices.

Information Security Governance Lifecycle





Information Security Framework

Framework Pillar	Purpose / Focus
Information Security Awareness	Builds employee capability through periodic awareness programmes and training.
Confidential Information Protection	Safeguards scientific, business and stakeholder information.
Responsible Information Management	Supports secure processing, storage and sharing of information.
Risk Assessment & Due Diligence	Identifies information-security vulnerabilities and considers third-party risks.
Access Controls	Restricts access to sensitive information based on authorised roles and legitimate business requirements.
Incident Response	Enables timely management of information-security events and potential breaches.
Records Retention & Secure Disposal	Supports appropriate retention, secure storage and disposal of information.
Continuous Improvement	Strengthens information-security practices through ongoing monitoring, review and lessons learned.

Information Security Awareness and Training (GRI 2-24)

Alchem strengthens information-security awareness through employee induction, periodic awareness programmes and role-relevant training.

Training and communication cover:

-  Responsible information handling
-  Confidentiality
-  Secure use of information systems
-  Access controls
-  Protection of sensitive information
-  Identification of potential security threats

Training coverage and participation are monitored to support consistent awareness across the workforce. Employees with access to sensitive information or responsibilities involving heightened information-security risks may receive additional role-specific guidance.

Relevant training materials, participation records and programme documentation are maintained through applicable internal processes to support monitoring of training effectiveness and coverage.



Third-Party Information Security Due Diligence (GRI 2-24)

Alchem recognises that third-party relationships may introduce information-security and confidentiality risks. Accordingly, relevant suppliers, contractors, consultants, service providers and other business partners are subject to proportionate information-security considerations based on the nature and risk profile of the relationship.

Where applicable, due diligence may include collection and review of relevant third-party information, assessment of information-security risks, evaluation of applicable safeguards and documentation of assessment outcomes.

Higher-risk relationships may be subject to enhanced review, additional controls or appropriate contractual requirements. Third-party information-security risks and identified control gaps are monitored through relevant business processes, enabling appropriate corrective action and strengthening of information-protection practices.

Information Security Risk Assessment and Control Monitoring (GRI 2-25)

Information-security risks are assessed periodically across relevant business processes and information assets to identify vulnerabilities and potential impacts on the confidentiality, integrity and availability of information.

Risk assessments consider relevant threats, affected information or systems, likelihood and potential impact. Identified risks are documented and prioritised, with corrective and preventive action plans established where material risks or control gaps are identified.

The effectiveness of information-security controls is monitored through periodic reviews and, where applicable, internal or formal audit activities. Reviews consider defined control areas and scope, the responsible function or accountable authority and the effectiveness of existing controls through testing, review of records or retrospective assessment.

Findings are documented and addressed through appropriate corrective actions, with relevant lessons incorporated into continuous improvement of information-security practices.

Information Security Incident Response and Breach Management (GRI 2-26)

Alchem maintains an Information Security Incident Response Plan and structured mechanisms to identify, report, assess and respond to information-security incidents that may affect confidential, personal, scientific or business information.

The incident response process supports timely:

Detection → Escalation → Containment → Investigation → Recovery → Corrective Action

Defined responsibilities and communication protocols support coordinated response, while affected information, systems and stakeholders are assessed as appropriate.

Information-security incidents are documented and reviewed to identify root causes, control gaps and opportunities for improvement. Where required, appropriate internal and external notifications are undertaken in accordance with applicable legal, contractual and regulatory requirements.

Information Security Reporting and Speak-Up Mechanism (GRI 2-26)

Employees and relevant stakeholders are encouraged to report suspected information-security concerns, unauthorised access, data breaches, confidentiality violations or other information-management issues through established reporting channels. Reporting mechanisms support confidential handling, protection against retaliation and designated reporting channels for concerns raised in good faith.

Reported matters are appropriately recorded, assessed and investigated, with corrective actions implemented where required. The reporting process enables Alchem to identify recurring concerns, strengthen controls and enhance information-security preparedness.





Records Retention and Secure Disposal (GRI 2-27)

Alchem maintains a formal records retention schedule establishing defined retention periods for relevant categories of business, customer, supplier, employee and other third-party information.

Retention periods are determined based on the nature and purpose of the information, applicable legal, regulatory and contractual requirements and legitimate business needs.

The retention schedule supports consistent decisions on the collection, storage, retention and disposal of information. Records are retained only for the applicable period and are securely disposed of or deleted when the retention requirement expires, subject to applicable legal holds or other legitimate requirements.

Appropriate controls are applied during retention and disposal to prevent unauthorised access, disclosure, alteration, loss or recovery of information.

Stakeholder Consent and Responsible Information Processing (GRI 2-27)

Alchem follows an appropriate information-management process for collecting, processing, sharing and retaining personal or confidential stakeholder information.

Where applicable, stakeholders are informed about:

- The type and purpose of information being collected
- How the information will be used and stored
- Whether and with whom information may be shared
- The applicable retention period or retention basis
- Relevant rights and responsibilities associated with the information



Consent is obtained through appropriate forms, records or other authorised mechanisms where required by applicable legal, regulatory, contractual or organisational requirements.

Records of consent and relevant information-processing activities are maintained through established processes to support accountability and responsible information governance.

Where information is shared with authorised third parties, appropriate contractual, confidentiality or information-security requirements are applied based on the nature and sensitivity of the information.

Protection of Third-Party and Confidential Information (GRI 2-27)

Alchem applies appropriate controls to protect customer, supplier, employee, partner and other third-party information against unauthorised access or disclosure. Access to confidential information is restricted according to business need and authorised responsibilities. Physical, technical and administrative safeguards support secure information handling, while employee awareness reinforces individual responsibilities for maintaining confidentiality. The Company periodically reviews information-protection practices to strengthen resilience against evolving information-security and data-protection risks.

Continuous Improvement

Alchem continuously strengthens its information-security and responsible information-management practices through periodic risk assessments, control reviews, incident learnings, employee awareness and management oversight. Lessons from identified incidents, assessments, audits and stakeholder concerns are considered in improving policies, controls, training and response mechanisms. This approach supports organisational resilience while strengthening the protection of information and stakeholder trust.

Information Security Performance Highlights

Performance Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Employees Trained on Information Security	% / No.	100%	100%	100%
Information Security Incidents Reported	Number	0	0	0
Confirmed Information Security Incidents	Number	0	0	0
Confirmed Incidents Resulting in Corrective Action	Number	0	0	0

Note: Performance indicators should be populated using verified internal records and the applicable reporting boundary. A confirmed information-security incident should represent a substantiated violation of an information-security-related code of conduct, Company policy or applicable law, including incidents such as unauthorised access to Company networks, data or applications and breaches of customer privacy. Incidents still under investigation during the reporting period should not be classified as confirmed incidents

Strengthening Governance for Long-Term Resilience

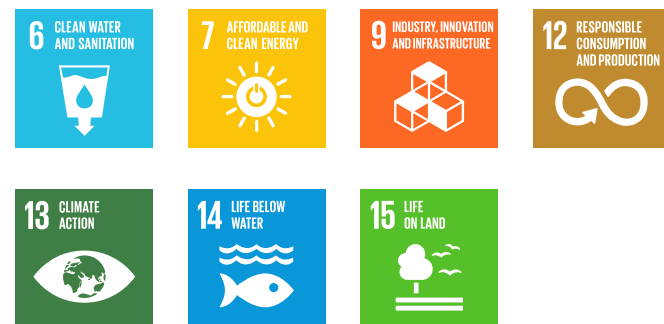
Through its integrated governance, ethics, risk management, regulatory compliance and information-security practices, Alchem International Pvt. Ltd. continues to strengthen responsible decision-making, accountability and organisational resilience. The Company remains focused on embedding integrity, compliance and risk awareness across its operations while protecting stakeholder interests and information assets. Through periodic monitoring, employee awareness, risk assessments, control reviews, incident learnings and corrective actions, Alchem seeks to continuously enhance the effectiveness of its governance framework and maintain stakeholder trust while supporting sustainable, responsible and resilient business growth.



03

Environmental Stewardship

SDG Alignment





Environmental Sustainability Strategy

Alchem International Pvt. Ltd. is committed to responsible environmental stewardship across its operations and value chain, recognising the importance of protecting natural resources, reducing environmental impacts and strengthening resilience to climate and environmental risks. As a global manufacturer of plant-derived active ingredients and phytochemicals, the Company seeks to integrate environmental considerations into its operational practices, resource management, product stewardship and long-term business planning. The Company's Environmental Management & Responsibility Policy provides the overarching framework for translating these commitments into defined actions, responsibilities and measurable outcomes. The policy covers relevant activities across manufacturing, warehousing, logistics, administration, research and development and procurement, and establishes a structured approach to environmental risk management, compliance, performance monitoring and continual improvement.

Alchem's environmental approach is guided by six core principles:

Precautionary Approach | Pollution Prevention | Circular Economy | Continuous Improvement | Transparency | Shared Responsibility

These principles are translated into environmental objectives and action programmes covering climate and energy, water stewardship, biodiversity, air emissions, responsible materials and chemicals, waste management, circular economy and environmental management systems. The Company's environmental targets are aligned to a FY 2023-24 baseline and FY 2030-31 target horizon, providing a defined pathway for improving resource efficiency and reducing environmental impacts.

Environmental Strategy at a Glance



01

Environmental Principles

Precautionary Approach • Pollution Prevention • Circular Economy • Continuous Improvement • Transparency • Shared Responsibility



02

Environmental Priorities

Climate & GHGs • Energy • Water • Biodiversity • Air Emissions • Materials & Chemicals • Waste • Circular Economy



03

Operational Actions

Energy Efficiency • Renewable Energy • Water Reuse • Rainwater Harvesting • Native Plantation • Emission Controls • Chemical Substitution • Waste Recovery • Packaging Optimisation



04

Measurement & Governance

Targets • KPIs • Environmental Audits • Management Reviews • Corrective Actions • Verification



05

2030-31 Ambitions

Lower Emissions • Improved Resource Efficiency • Enhanced Biodiversity • Reduced Waste • Greater Circularity • Stronger Environmental Resilience

From Commitment to Action

The Company's environmental strategy is supported by an action-oriented management approach that translates long-term commitments into operational initiatives. Key areas of action include energy audits and efficiency projects, renewable energy adoption, water reuse and rainwater harvesting, biodiversity enhancement, air-emission control, responsible chemical management, waste segregation and recycling, packaging optimisation and environmental awareness.

Progress against environmental objectives is monitored through defined performance indicators, periodic management reviews, internal audits and corrective actions. Where applicable, environmental data and performance are subject to verification and review to strengthen the reliability and transparency of reported information.

Through this integrated approach, Alchem seeks to progressively reduce its environmental footprint, improve resource efficiency and embed environmental responsibility across its operations while supporting long-term business resilience and sustainable value creation.





Climate Change and GHG Management

(GRI 2, GRI 305)

Climate Change & GHG Management Approach

Climate change is one of the most significant global challenges influencing environmental sustainability, business resilience, and long-term value creation. As a research-driven manufacturer of plant-derived active pharmaceutical ingredients (APIs), phytochemicals, nutraceutical ingredients, botanical extracts, and specialty natural healthcare solutions, Alchem International Pvt. Ltd. recognizes its responsibility to contribute towards a low-carbon future through responsible manufacturing, energy efficiency, resource optimization, and continuous environmental improvement.

The Company's manufacturing operations involve energy-intensive activities such as botanical extraction, purification, solvent recovery, drying, steam generation, utilities management, laboratory operations, and material handling. Managing greenhouse gas (GHG) emissions associated with these activities is an integral part of Alchem's sustainability strategy and operational excellence framework.

Alchem continues to strengthen its climate management practices by improving energy performance, optimizing manufacturing processes, adopting resource-efficient technologies, and evaluating opportunities for cleaner energy transition. These efforts are undertaken while maintaining the highest standards of product quality, regulatory compliance, operational efficiency, and customer satisfaction.

Environmental stewardship is embedded within the Company's management systems, supported through internationally recognized certifications including ISO 14001 Environmental Management System, and ISO 50001 Energy Management System. These systems provide a structured approach for identifying environmental aspects, monitoring key performance indicators, implementing operational controls, and driving continual improvement across manufacturing operations.

The Company's climate strategy focuses on four key priorities:

- ✦ Strengthening GHG measurement and monitoring systems.
- ✦ Improving energy efficiency across manufacturing and utility operations.
- ✦ Increasing adoption of cleaner and renewable energy sources.
- ✦ Integrating climate considerations into operational planning and business decisions.



Through systematic greenhouse gas accounting, energy management initiatives, process optimization, and stakeholder collaboration, Alchem aims to reduce its carbon footprint, enhance operational resilience, and support sustainable pharmaceutical and nutraceutical manufacturing.

Climate Management Framework (GRI 2-23, GRI 2-24, GRI 3-3)

Alchem International has established a structured climate management framework by integrating GHG management, energy efficiency, and environmental stewardship into its overall business strategy. Climate-related considerations are incorporated into operational decision-making, infrastructure development, process improvement initiatives, and long-term sustainability planning.

The Company's Environmental Management System (EMS) serves as the foundation for identifying environmental risks and opportunities, monitoring resource consumption, establishing improvement objectives, and evaluating environmental performance. Periodic internal assessments, operational reviews, and management evaluations support continual improvement and compliance with applicable environmental requirements.

To strengthen climate and energy performance, the Company periodically undertakes energy and greenhouse gas assessments across its manufacturing facilities, utilities, administrative buildings, and other operational infrastructure. These assessments evaluate energy consumption patterns, emission sources, and operational performance, enabling the identification of energy conservation opportunities, process improvements, and practical measures to reduce greenhouse gas emissions while supporting continual improvement in resource efficiency.

Climate performance is managed through collaboration among cross-functional teams including manufacturing, engineering, utilities, maintenance, environment, quality, and senior management. This integrated approach enables climate-related priorities to be considered throughout the operational lifecycle, including equipment upgrades, process improvements, energy management initiatives, and infrastructure investments.

Climate Management Pillars

Climate Management Pillar	Strategic Focus
Climate Governance	Integrating climate considerations into business planning, operational decisions, and sustainability priorities.
Environmental Stewardship	Managing environmental impacts through structured systems, compliance mechanisms, and continual improvement practices.
Energy Management	Improving energy efficiency across manufacturing processes, utilities, and supporting infrastructure.
Energy & Carbon Assessment	Conducting periodic energy and GHG assessments to identify efficiency opportunities, emission reduction measures, and performance improvement initiatives across operations.
GHG Management	Measuring, monitoring, and reducing greenhouse gas emissions through systematic programmes and performance tracking.
Renewable Energy Transition	Evaluating opportunities for cleaner energy adoption and reducing dependence on carbon-intensive energy sources.
Operational Excellence	Enhancing resource efficiency through process optimization, technology improvements, and preventive maintenance.
Value Chain Collaboration	Strengthening engagement with suppliers and partners to address indirect emissions and sustainability opportunities.



GHG Accounting & Verification Framework (GRI 305-1, GRI 305-2, GRI 305-3)

Accurate measurement and transparent reporting of greenhouse gas emissions form the foundation of Alchem International's climate strategy. The Company maintains a structured GHG accounting framework to identify, quantify, monitor, and report emissions generated from its operations and relevant value chain activities.

Alchem's greenhouse gas inventory is developed in alignment with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, enabling consistent, transparent, and comparable emissions reporting. The methodology supports effective identification of emission sources, evaluation of environmental performance, and prioritization of emission reduction opportunities.

GHG Accounting Boundary

The Company follows the operational control approach for defining its GHG inventory boundary. The reporting boundary includes emissions associated with operational activities under Alchem's control, including:

- Manufacturing facilities
- Utility systems
- Secure use of information systems
- Research and development laboratories
- Quality control laboratories
- Administrative facilities
- Supporting operational activities

The organizational boundary is periodically reviewed to ensure significant emission sources are identified and appropriately incorporated into the greenhouse gas inventory.



GHG Accounting Methodology

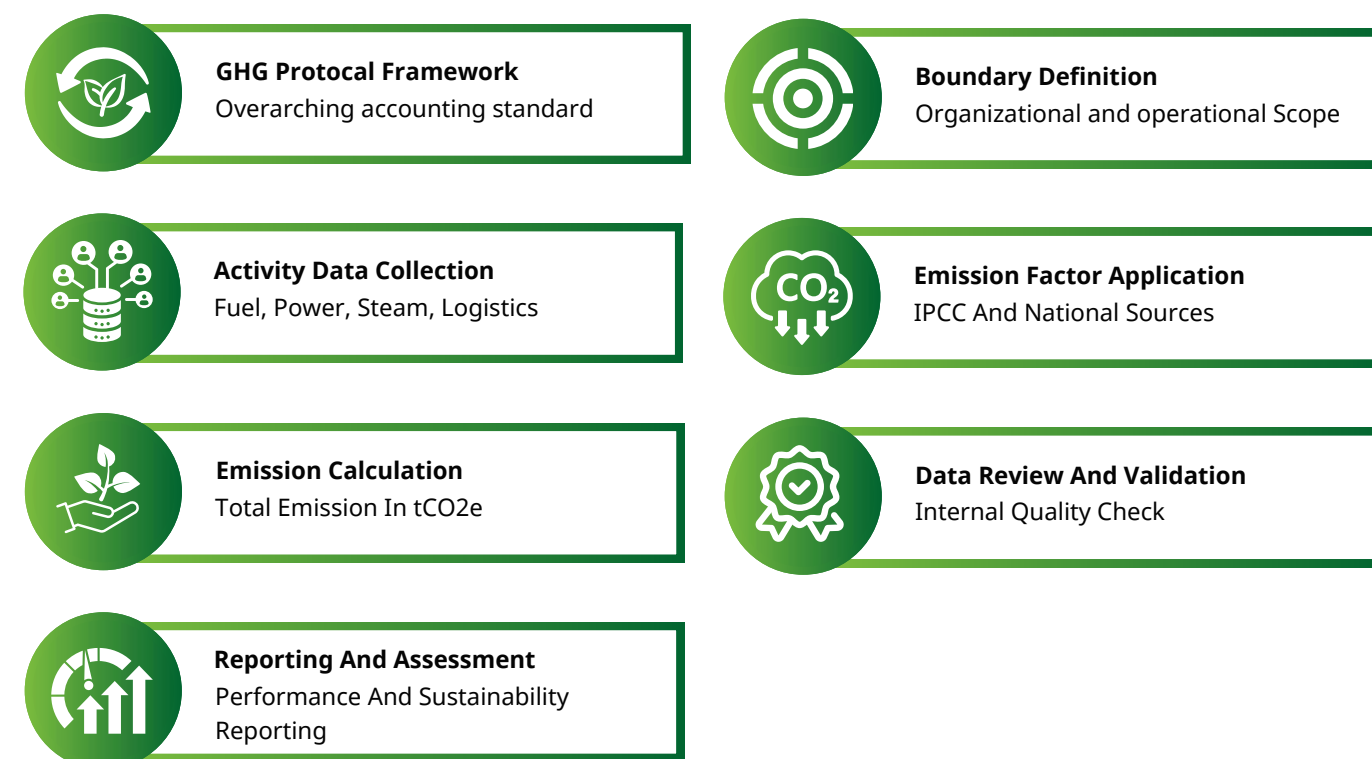
GHG emissions are calculated using operational activity data collected from various sources, including:

- Fuel consumption records
- Purchased electricity consumption
- Steam generation data
- Utility operations
- Production records
- Transportation and logistics information
- Waste management data
- Other relevant operational records



Emission factors from internationally recognized sources, including IPCC guidelines and applicable national emission factor databases, are applied to convert activity data into tonnes of carbon dioxide equivalent (tCO₂e). Global Warming Potentials (GWPs) are considered where applicable to ensure consistent reporting of different greenhouse gases.

GHG Accounting & Verification





Key Elements of GHG Accounting Framework

Framework Element	Description
Accounting Standard	Greenhouse Gas Protocol Corporate Accounting and Reporting Standard
Reporting Boundary	Operational control approach covering activities under Company's control
Emission Categories	Scope 1, Scope 2, and relevant Scope 3 emissions
Emission Sources	Fuel combustion, purchased electricity, steam generation, utilities, logistics, and value chain activities
Activity Data Sources	Energy records, fuel consumption data, production records, operational databases, and logistics information
Emission Factors	IPCC guidelines and applicable national emission factor sources
Calculation Unit	Tonnes of Carbon Dioxide Equivalent (tCO ₂ e)
Verification Approach	Internal review, operational validation, management review, and data quality assessment
Reporting Frequency	Annual GHG inventory and sustainability reporting

Through this structured GHG accounting framework, Alchem strengthens the credibility and reliability of its climate-related disclosures while enabling informed decision-making, emission hotspot identification, and continuous improvement towards a lower-carbon future.

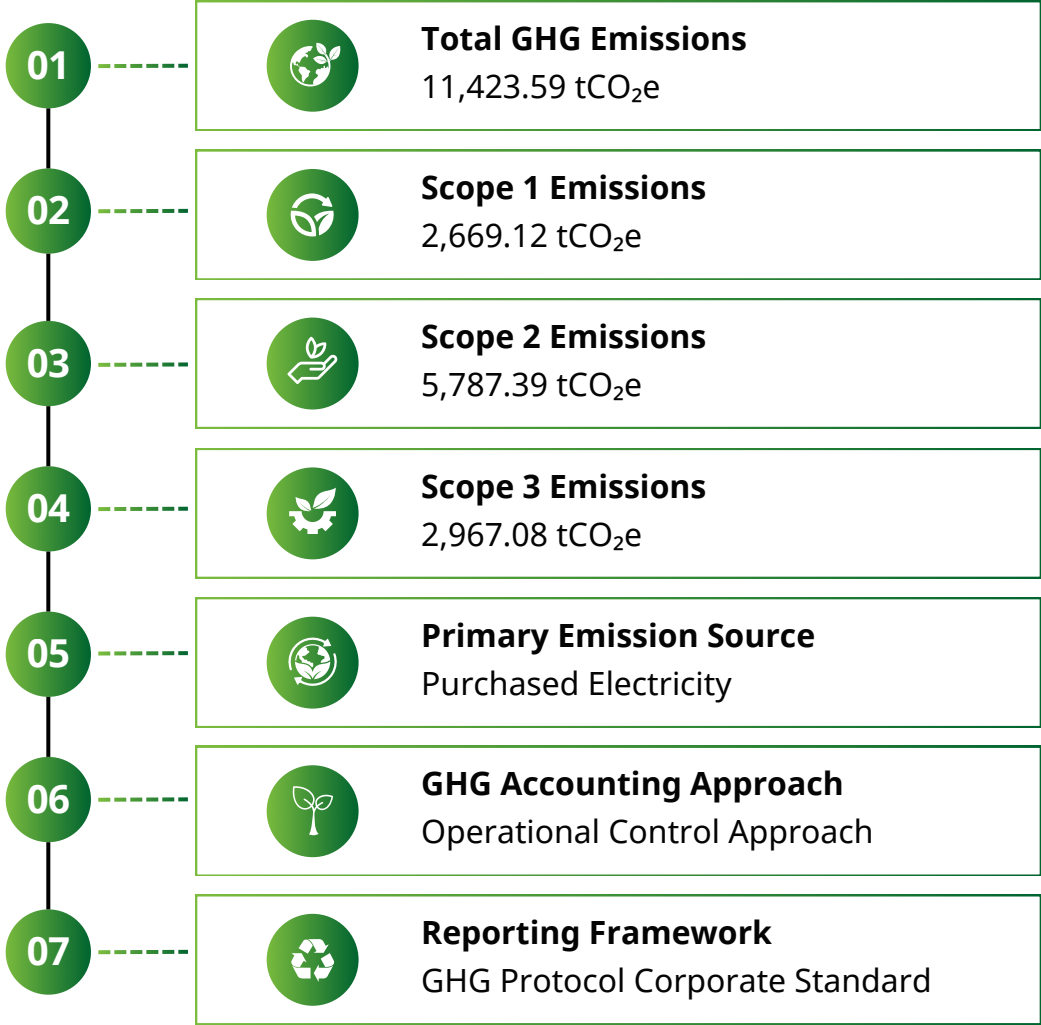
Scope-wise Greenhouse Gas (GHG) Emissions (GRI 305-1, GRI 305-2, GRI 305-3)

Effective climate action begins with a comprehensive understanding of emission sources across operational activities and the value chain. Alchem International Pvt. Ltd. prepares its annual greenhouse gas inventory to measure direct and indirect emissions, evaluate environmental performance, identify emission hotspots, and establish focused reduction strategies.

The Company's GHG inventory is developed using the operational control approach and covers emissions associated with manufacturing operations, utility systems, laboratories, warehouses, administrative facilities, logistics activities, and other relevant operational activities. Monitoring Scope 1, Scope 2, and Scope 3 emissions enables Alchem to strengthen climate-related decision-making and prioritize initiatives related to energy efficiency, renewable energy adoption, and value chain engagement.

During FY 2025, Alchem International recorded total greenhouse gas emissions of 11,423.59 tCO₂e, comprising 2,669.12 tCO₂e of Scope 1 emissions, 5,787.39 tCO₂e of Scope 2 emissions, and 2,967.08 tCO₂e of Scope 3 emissions. Purchased electricity represented the largest contributor to the Company's operational carbon footprint, highlighting renewable energy adoption and energy efficiency as key areas for emission reduction.

GHG Emissions Performance Highlights (FY 2024-25)





Scope 1: Direct Greenhouse Gas Emissions (GRI 305-1)

Scope 1 emissions represent direct greenhouse gas emissions generated from sources owned or controlled by Alchem International. These emissions primarily arise from fuel combustion associated with steam generation, utility operations, and diesel consumption within manufacturing facilities. Steam generation remains the largest contributor to Scope 1 emissions due to the energy-intensive nature of botanical extraction, purification, and pharmaceutical manufacturing processes. The Company continues to focus on improving thermal efficiency, optimizing fuel consumption, enhancing steam distribution systems, and strengthening utility management practices.

Scope 1 GHG Emissions Performance

Scope 1 Sources	FY 2023 (tCO ₂ e)	FY 2024 (tCO ₂ e)	FY 2025 (tCO ₂ e)
 Diesel	117.20	51.44	225.07
 Piped Natural Gas (PNG)	1.90	34.58	26.19
 Steam Generation	2,113.44	1,875.52	2,417.86
Total Scope 1 Emissions	2,232.54	1,961.54	2,669.12

Scope 1 Emission Reduction Focus Areas

-  Improving boiler and steam system efficiency.
-  Enhancing preventive maintenance of energy-intensive equipment.
-  Optimizing fuel consumption through operational improvements.
-  Evaluating opportunities for cleaner fuel alternatives.

Scope 2: Indirect Energy Emissions (GRI 305-2)

Scope 2 emissions represent indirect greenhouse gas emissions associated with purchased electricity consumed across Alchem's manufacturing facilities and supporting operations.

Electricity is a critical energy input for extraction systems, production equipment, HVAC systems, compressed air systems, water treatment facilities, laboratories, and other operational infrastructure. Given its significant contribution to the Company's overall emissions profile, improving electricity efficiency and increasing renewable energy adoption remain important priorities.

Scope 2 GHG Emissions Performance

Scope 2 Sources	FY 2023 (tCO ₂ e)	FY 2024 (tCO ₂ e)	FY 2025 (tCO ₂ e)
 Purchased Electricity	5,493.50	4,948.99	5,787.39
Total Scope 2 Emissions	5,493.50	4,948.99	5,787.39

Scope 2 Emission Reduction Focus Areas

-  Improving electricity consumption efficiency.
-  Optimizing energy-intensive manufacturing processes.
-  Increasing renewable electricity contribution.
-  Strengthening monitoring of energy performance indicators.es.

Scope 3: Other Indirect Greenhouse Gas Emissions (GRI 305-3)

Scope 3 emissions represent indirect emissions occurring across Alchem International's value chain that are not directly owned or controlled by the Company. These emissions arise from upstream and downstream activities, including procurement, transportation, employee-related activities, waste management, and other supporting operations.

Understanding Scope 3 emissions enables Alchem to identify value chain emission hotspots, strengthen supplier engagement, improve sustainability performance beyond operational boundaries, and explore collaborative emission reduction opportunities.



Applicable Scope 3 Categories

Scope 3 Category	Description
Purchased Goods and Services	Emissions associated with procurement of raw materials, chemicals, packaging materials, and other purchased inputs
Upstream Transportation and Distribution	Emissions from transportation of incoming materials and logistics activities
Fuel and Energy Related Activities	Indirect emissions associated with extraction, production, and transmission of purchased energy
Waste Generated in Operations	Emissions associated with waste treatment and disposal activities
Business Travel	Emissions from employee business travel activities
Employee Commuting	Emissions associated with employee transportation
Downstream Transportation and Distribution	Emissions associated with transportation of products to customers and markets

Scope 3 GHG Emissions Performance

Scope 3 Categories	FY 2023 (tCO ₂ e)	FY 2024 (tCO ₂ e)	FY 2025 (tCO ₂ e)
Purchased Goods & Services	1,373.42	1,535.92	1,828.36
Upstream Transportation & Distribution	687.54	768.89	922.67
Fuel & Energy Related Activities	XX	XX	XX
Waste Generated in Operations	2.82	3.17	3.77
Business Travel	1.57	1.57	1.57
Employee Commuting	117.97	117.97	117.97
Downstream Transportation & Distribution	3.39	3.74	4.66
Total Scope 3 Emissions	2,274.79	2,519.34	2,967.08

Note: Alchem continues to enhance value chain emission data collection and assessment methodologies to improve Scope 3 emission coverage and accuracy.



Overall GHG Emissions Performance

Monitoring overall greenhouse gas (GHG) emissions enables Alchem to evaluate climate performance, identify improvement opportunities, and assess progress towards emission reduction objectives. Annual variations in emissions are influenced by production volumes, operational requirements, energy consumption patterns, and value chain activities.

The Company also conducts periodic GHG and Energy Management Training to raise employee awareness of energy conservation, emission reduction, and climate-related responsibilities, supporting effective implementation of its environmental objectives.

The Company remains focused on reducing emissions through energy efficiency improvements, cleaner energy adoption, process optimization, and enhanced value chain collaboration.

Total Greenhouse Gas Emissions

	FY 2023 (tCO ₂ e)	FY 2024 (tCO ₂ e)	FY 2025 (tCO ₂ e)
 Scope 1 Emissions	2,232.54	1,961.54	2,669.12
 Scope 2 Emissions	5,493.50	4,948.99	5,787.39
 Scope 3 Emissions	2,274.79	2,519.34	2,967.08
Total Scope 1 Emissions	10,000.82	9,429.87	11,423.59

GHG Emissions Intensity (GRI 305-4)

In addition to tracking absolute emissions, Alchem evaluates greenhouse gas emissions intensity to understand environmental performance relative to production output. Emissions intensity provides insight into operational efficiency by measuring emissions generated per unit of production.

Monitoring this indicator helps the Company assess the effectiveness of energy conservation initiatives, process improvements, equipment upgrades, and operational efficiency measures while accounting for changes in production volumes.

GHG Emissions Performance

Emission Category	FY 2023 (tCO ₂ e)	FY 2024 (tCO ₂ e)	FY 2025 (tCO ₂ e)
 People Trained on Energy Efficiency (%)	100%	100%	100%
 GHG Emission Intensity (Scope 1 + Scope 2) (tCO ₂ eq /Revenue)	29.61	22.37	26.49





Energy Efficiency and Decarbonization Initiatives

(GRI 3 | GRI 302)

Energy Management & Renewable Energy Performance

(GRI 302-1, GRI 302-3, GRI 302-4)

Efficient energy management is a key pillar of Alchem International's decarbonization strategy and operational excellence, supporting improved energy performance, resource efficiency, and greenhouse gas reduction. Manufacturing activities such as botanical extraction, solvent recovery, drying, purification, steam generation, HVAC operations, laboratories, and utilities require significant energy inputs, making energy optimization a critical pathway for reducing emissions.

The Company continuously monitors energy consumption, identifies efficiency improvement opportunities, and implements operational measures to enhance productivity while reducing environmental impact.

Energy Consumption Performance

Parameter	FY 2023	FY 2024	FY 2025
 Total Energy Consumption from Electricity (KWH)	7,629,854	6,873,602	8,038,044
 Fuel Consumption (liters)	148,033	64,966.67	284,280

Energy Intensity Performance (GRI 302-3)

Monitoring energy intensity enables the Company to assess how efficiently energy resources are utilized relative to production output. Continuous improvements in process efficiency, equipment performance, and operational excellence contribute to reducing energy consumption per unit of production.

Indicator	FY 2023	FY 2024	FY 2025
 Total Energy Consumption (GJ)	27467.47	24744.96	28936.95
 Energy Intensity (GJ/Revenue)	105.25	80.09	90.65

Renewable Energy Performance (GRI 302-1, GRI 302-4, GRI 305-5)

Alchem recognizes renewable energy transition as an important pathway towards reducing carbon emissions and enhancing long-term energy resilience. The Company continues to evaluate opportunities for renewable electricity adoption and cleaner energy solutions across its operations.

Renewable energy adoption complements ongoing energy efficiency initiatives and supports the gradual reduction of Scope 2 greenhouse gas emissions while improving the sustainability of the Company's overall energy portfolio.

Renewable Energy Performance

Renewable Energy Indicator	FY 2023	FY 2024	FY 2025
 Renewable Energy Consumption (kWh)	0	0	0
 Renewable Energy Share (%)	0	0	0
 Estimated Scope 2 Emissions Avoided (tCO₂e)	0	0	0



Climate Action Framework

Climate Action Area	Strategic Approach
Energy Efficiency & Conservation	Improve energy performance through process optimization, energy-efficient technologies, equipment upgrades, and operational improvements.
Renewable Energy Transition	Increase adoption of cleaner energy sources and evaluate renewable electricity opportunities.
Process Optimization & Operational Excellence	Improve manufacturing efficiency through process controls, automation, preventive maintenance, and resource optimization.
Emission Reduction Initiatives	Reduce Scope 1 and Scope 2 emissions through fuel optimization, energy conservation, and operational improvements.
Sustainable Manufacturing Practices	Integrate environmental considerations into production planning, resource management, waste reduction, and continual improvement.
Value Chain Engagement	Collaborate with suppliers and partners to improve sustainability performance and address relevant Scope 3 emission opportunities.
Climate Performance Monitoring	Strengthen environmental monitoring, performance evaluation, and climate reporting.

Energy Efficiency & Emission Reduction Initiatives
Renewable Energy & Clean Energy Transition

Transitioning towards cleaner energy sources is an important component of Alchem International's long-term decarbonization strategy. The Company continues to evaluate opportunities for renewable energy integration, renewable electricity procurement, on-site renewable energy generation, and cleaner fuel alternatives to reduce Scope 2 emissions, lower operational carbon intensity, and strengthen long-term energy resilience. As part of its continuous improvement approach, Alchem also assesses opportunities to replace conventional fuels with lower-carbon energy sources where technically and economically feasible, supporting a progressive transition towards cleaner manufacturing operations.

Alchem's renewable energy approach focuses on diversifying its energy portfolio through suitable renewable energy sources, including solar, wind, hydro, and other commercially viable low-carbon alternatives.

The Company evaluates opportunities for both the procurement of renewable electricity and the development of on-site renewable energy systems to enhance energy security, improve operational resilience, and support long-term greenhouse gas reduction objectives.

Renewable Energy Priorities

Focus Area	Strategic Direction
Renewable Electricity Adoption	Increase renewable electricity contribution through suitable procurement and on-site generation opportunities.
Renewable Energy Procurement	Evaluate procurement of renewable electricity from certified renewable energy sources to progressively increase the share of clean energy in operations.
On-site Renewable Energy Generation	Assess the technical and commercial feasibility of on-site renewable energy installations, including solar and other suitable technologies, to support sustainable operations.
Clean Energy Integration	Evaluate technically and economically viable renewable energy solutions across manufacturing and supporting operations.
Lower-Carbon Fuel Transition	Assess opportunities to replace conventional fuels with lower-carbon alternatives and cleaner energy sources to improve energy efficiency and reduce operational emissions.
Energy Portfolio Optimization	Improve the sustainability profile of the Company's overall energy mix through diversification of cleaner and renewable energy sources.
Carbon Emission Reduction	Reduce dependence on conventional energy sources and progressively lower greenhouse gas emissions through integrated energy transition initiatives.

Advanced Decarbonization Technologies (GRI 305-5)

As part of its long-term decarbonization strategy, Alchem International continuously monitors emerging low-carbon technologies that have the potential to further reduce greenhouse gas emissions from industrial operations. Alongside energy efficiency improvements, renewable energy integration, and process optimization, the Company evaluates advanced decarbonization solutions that can support long-term climate resilience and future emission reduction objectives.

One of the technologies under consideration is Carbon Capture and Storage (CCS) for industrial applications, where technically and economically feasible. Such technologies have the potential to capture carbon dioxide generated from emission sources and enable its safe utilization or long-term storage, thereby supporting the reduction of residual greenhouse gas emissions that are difficult to eliminate through conventional operational improvements alone.





Advanced Decarbonization Technology Priorities

Focus Area	Strategic Direction
Emerging Low-Carbon Technologies	Monitor and evaluate innovative technologies that support long-term greenhouse gas reduction.
Carbon Capture & Storage (CCS)	Assess the technical and commercial feasibility of carbon capture, utilization, and storage solutions for future application where appropriate.
Industrial Decarbonization	Explore advanced solutions to address residual emissions from energy-intensive manufacturing processes.
Technology Innovation	Integrate emerging technologies into long-term sustainability and operational improvement planning where viable.
Climate Resilience	Strengthen the Company's long-term decarbonization pathway through continuous evaluation of next-generation climate solutions.

Process Innovation & Sustainable Manufacturing

Alchem continues to enhance manufacturing sustainability through operational excellence and innovation. Process improvement initiatives focus on achieving greater resource efficiency while maintaining product quality, operational safety, and regulatory compliance. The Company also promotes the adoption of energy-efficient technologies and equipment upgrades across manufacturing and utility operations to improve energy performance, optimize resource utilization, and progressively reduce energy consumption and greenhouse gas emissions. Where technically and economically feasible, the Company also evaluates and implements advanced energy recovery solutions, including waste heat recovery systems and cogeneration technologies, to maximize energy utilization, improve overall system efficiency, and reduce the carbon intensity of operations.

Key focus areas include:

- Improving process efficiency across extraction, purification, and manufacturing operations.
- Upgrading equipment and adopting energy-efficient technologies to enhance operational performance and reduce energy consumption.
- Utilizing waste heat recovery systems and evaluating cogeneration (Combined Heat and Power) opportunities to improve energy efficiency and optimize energy use.
- Optimizing utility consumption through improved operational practices.
- Enhancing resource utilization and minimizing process losses.
- Leveraging automation and digital technologies for performance monitoring.
- Integrating sustainability considerations into operational improvements.

Value Chain Engagement for Emission Reduction

Recognizing that climate impacts extend beyond direct operations, Alchem is progressively strengthening its approach to value chain sustainability. The Company aims to improve understanding of indirect emissions and collaborate with stakeholders to identify opportunities for emission reduction.

Key areas of focus include:

- Enhancing Scope 3 emission assessment methodologies and data quality.
- Engaging suppliers on sustainability expectations and environmental practices.
- Evaluating transportation and logistics-related emission reduction opportunities.
- Promoting responsible sourcing practices across the supply chain.

Carbon Offset Management (GRI 305-5)

As part of its long-term decarbonization strategy, Alchem International complements its direct greenhouse gas (GHG) reduction efforts by evaluating the use of high-quality verified carbon offset projects for residual emissions that cannot be eliminated through operational improvements alone. The Company's primary focus remains on reducing emissions through energy efficiency, renewable energy transition, process optimization, and sustainable manufacturing, while recognizing that credible carbon offsetting can support the broader transition towards a lower-carbon future.

Where appropriate, Alchem may procure and retire verified carbon offset credits generated from independently certified climate projects that deliver measurable environmental and social reforestation initiatives, REDD+ programmes, sustainable waste management, and other recognized emission reduction projects. The Company evaluates offset projects against internationally accepted verification standards to ensure environmental integrity, transparency, traceability, and alignment with its sustainability objectives and responsible climate commitments.

Climate Offset Strategy

Focus Area	Strategic Approach
Residual Emissions	Evaluate offset solutions for emissions that cannot be practically eliminated through operational improvements.
Verified Climate Projects	Support independently certified renewable energy, afforestation, REDD+, waste management, and other high-impact climate projects.
Carbon Credit Management	Procure and retire verified carbon credits through recognized programmes to support credible emission compensation.
Governance & Transparency	Ensure offset initiatives are supported by robust verification, transparent documentation, and responsible reporting practices.



GHG Reduction Targets & Future Decarbonization Roadmap (GRI 305-5)

Alchem International is committed to developing a structured decarbonization pathway supported by robust GHG management, energy transition initiatives, operational improvements, and continuous performance monitoring. The Company aims to strengthen its climate action framework by establishing measurable objectives, implementing practical emission reduction initiatives, and aligning sustainability priorities with evolving global climate expectations.

Decarboniation Roadmap

Timeline	Focus Area	Key Actions
Short Term (2025-2027)	Climate Management	Strengthen GHG inventory, monitoring, and data quality.
Medium Term (2027-2030)	Emission Reduction	Improve energy efficiency, expand renewable energy, and reduce emissions.
Long Term (Beyond 2030)	Low-Carbon Transition	Advance decarbonization and strengthen climate resilience.

Future Climate Action Priorities

Strategic Priority	Planned Direction
GHG Reduction Targets	Establish measurable emission reduction targets supported by performance tracking.
Renewable Energy Expansion	Increase renewable energy adoption to reduce Scope 2 emissions.
Energy Efficiency Improvement	Improve energy efficiency through process optimization and technology upgrades.
Carbon Efficiency Improvement	Reduce carbon intensity through innovation and sustainable manufacturing.
Scope 3 Emission Management	Enhance Scope 3 assessment and supplier collaboration.
Climate Risk Integration	Integrate climate-related risks and opportunities into business planning.
Monitoring & Reporting Enhancement	Enhance climate monitoring and transparent reporting.

Climate Commitment Statement

Alchem International remains committed to advancing responsible manufacturing by integrating energy efficiency and decarbonization into its sustainability strategy and operational framework. Through continual improvements in energy performance, renewable energy adoption, process innovation, and stakeholder collaboration, the Company aims to progressively reduce its carbon footprint while supporting sustainable growth and long-term environmental stewardship. By strengthening energy management practices and implementing practical decarbonization initiatives, Alchem continues to build a resilient, resource-efficient, and low-carbon future.

Water Stewardship & Management (GRI 303)

1. Water Stewardship Approach (GRI 303-1)

Water is an essential natural resource that supports Alchem International's operations, enabling the manufacturing of high-quality botanical Active Pharmaceutical Ingredients (APIs), phytochemicals, nutraceutical ingredients, and natural healthcare solutions. From the sourcing and processing of botanical raw materials to extraction, purification, utilities, equipment cleaning, laboratories, and supporting infrastructure, responsible water management remains fundamental to maintaining operational excellence, product quality, and environmental stewardship.

Recognizing the increasing global challenges associated with freshwater availability, climate variability, resource depletion, and evolving regulatory expectations, Alchem considers responsible water stewardship an integral component of its environmental management strategy. The Company is committed to managing water resources efficiently while minimizing environmental impacts, improving operational resilience, and supporting sustainable manufacturing practices across its operations.

Alchem's approach extends beyond regulatory compliance by integrating water stewardship into operational planning, infrastructure management, process optimization, and continual improvement initiatives. Through systematic monitoring of water withdrawal, consumption, recycling, treatment, and discharge, the Company seeks to improve water productivity while reducing dependence on freshwater resources wherever operationally and technically appropriate.

The Company's water management philosophy is built upon four key principles:

-  Responsible Water Use: Promoting efficient utilization of water across manufacturing processes, utility systems, laboratories, and support functions through disciplined operational practices and continual monitoring.
-  Resource Efficiency: Optimizing water consumption by improving process efficiency, minimizing operational losses, and identifying opportunities for conservation and reuse.
-  Pollution Prevention: Protecting surrounding water resources through responsible wastewater management, groundwater protection measures, and compliance with applicable environmental requirements.
-  Continual Improvement: Periodically reviewing water performance, identifying opportunities for improvement, and strengthening operational practices to enhance long-term water sustainability.

Water stewardship is implemented through close collaboration between Environmental, Health and Safety (EHS), Manufacturing, Engineering, Utilities, Maintenance, Quality, and Operations teams. This cross-functional approach ensures that water-related considerations are incorporated into operational planning, infrastructure development, equipment maintenance, process improvements, and environmental performance management.

Recognizing that sustainable water management requires collective responsibility, the Company also promotes employee awareness regarding responsible water use, good housekeeping practices, leak prevention, efficient operational behaviour, and environmental compliance. These efforts encourage employees to actively contribute towards reducing water consumption and supporting the Company's broader sustainability objectives.

Alchem further recognizes that responsible water stewardship contributes not only to environmental protection but also to operational resilience, cost optimization, regulatory compliance, and long-term business continuity. By continuously strengthening water management practices, improving operational efficiency, and exploring opportunities for water conservation, recycling, and reuse, the Company aims to create long-term value for both the business and the environment.

As part of its ongoing sustainability journey, Alchem remains committed to enhancing water management capabilities through structured governance, risk assessment, operational excellence, circular water management practices, and continual performance improvement, thereby supporting responsible manufacturing and sustainable growth.





Water Stewardship Framework

The Company's water stewardship approach follows an integrated management framework that combines governance, operational controls, resource efficiency, wastewater management, and continual improvement to ensure responsible water management throughout the operational lifecycle.



This framework enables Alchem to integrate water stewardship into day-to-day operations while supporting responsible resource utilization, environmental protection, regulatory compliance, and long-term business resilience.

2. Water Governance Framework (GRI 303-1, GRI 303-2)

Effective water stewardship requires robust governance, clearly defined responsibilities, systematic monitoring, and continual performance evaluation. Alchem International has established a structured Water Governance Framework that integrates strategic oversight with day-to-day operational management to ensure that water resources are utilized responsibly, environmental risks are effectively managed, and regulatory obligations are consistently fulfilled.

Water management responsibilities are embedded within the Company's Environmental, Health and Safety (EHS) framework and are implemented through close coordination among Manufacturing, Engineering, Utilities, Maintenance, Quality Assurance, and Operations teams. This collaborative governance structure ensures that water-related considerations are incorporated into process planning, infrastructure development, production activities, utility management, wastewater treatment, and environmental compliance.

The governance framework adopts a lifecycle approach that begins with understanding operational water requirements and potential water-related risks before progressing through planning, implementation, monitoring, performance evaluation, and continual improvement. This structured approach enables Alchem to manage water resources efficiently while strengthening operational resilience and minimizing environmental impacts.

Periodic water audits form an integral part of the governance process by assessing water consumption patterns, evaluating process-wise water use, identifying water-intensive operations, and highlighting opportunities to improve water efficiency. These assessments provide valuable insights that support operational planning, infrastructure optimization, and long-term resource conservation initiatives.

Complementing these assessments is a comprehensive water performance monitoring programme through which key operational parameters such as water withdrawal, water consumption, recycling, reuse, wastewater generation, and treatment performance are periodically reviewed. Performance trends are analyzed to identify opportunities for improvement, evaluate the effectiveness of conservation initiatives, and support evidence-based decision-making.

The governance framework also emphasizes wastewater quality monitoring to ensure that treated effluents continue to meet applicable environmental requirements. Routine sampling, laboratory analysis, operational reviews, and treatment performance evaluations support responsible wastewater management while reinforcing environmental compliance and pollution prevention.

To strengthen regulatory compliance, Alchem undertakes periodic compliance reviews covering environmental permits, statutory requirements, monitoring obligations, and internal operating procedures. These reviews help verify adherence to applicable legal requirements while identifying opportunities to further enhance environmental performance. Oversight of water management performance is supported through regular management reviews that evaluate operational performance, water efficiency initiatives, audit findings, environmental compliance, and progress against identified improvement opportunities. Where required, corrective and preventive actions are implemented to strengthen operational controls, improve infrastructure reliability, and enhance overall water stewardship.

Employee engagement also forms an important element of the governance framework. Through awareness programmes, operational guidance, and responsible workplace practices, employees are encouraged to contribute actively towards efficient water utilization, leak prevention, pollution prevention, and responsible environmental behaviour.

By integrating governance, operational excellence, environmental compliance, performance monitoring, and continual improvement into a single management framework, Alchem strengthens its ability to manage water resources responsibly while supporting sustainable manufacturing, regulatory compliance, environmental protection, and long-term business resilience.

Water Governance Framework



3. Water Risk Assessment & Water Risk Management (GRI 303-1, GRI 303-2)

Water Risk Assessment & Dependency Analysis (GRI 303-1, GRI 303-2)

Water is a strategically important resource for Alchem International, supporting the manufacture of botanical Active Pharmaceutical Ingredients (APIs), phytochemicals, nutraceutical ingredients, and natural healthcare solutions. Water is utilized across extraction, purification, process utilities, cooling systems, laboratories, equipment cleaning, and supporting infrastructure, making responsible water management essential for operational continuity and sustainable manufacturing.

The Company recognizes that increasing pressure on freshwater resources, climate variability, changing rainfall patterns, evolving environmental regulations, and growing stakeholder expectations have intensified the need for proactive water stewardship. These factors have reinforced the importance of understanding operational dependency on water resources and strengthening resilience against potential water-related risks.

To support long-term sustainability, Alchem adopts a risk-based approach that evaluates both operational dependence on water and the potential environmental, operational, and regulatory impacts associated with water use. Water risk assessments help the Company understand how water is sourced, consumed, treated, and discharged across manufacturing operations while identifying opportunities to improve efficiency, reduce freshwater dependency, and strengthen environmental performance.



The assessment process considers a range of operational and environmental factors, including process water demand, utility requirements, water availability, water quality, wastewater generation, treatment capacity, infrastructure reliability, regulatory obligations, and changing climatic conditions. These evaluations provide valuable insights that support strategic planning, infrastructure improvements, operational optimization, and long-term resource management.

Water balance studies, operational reviews, and process-wise assessments further enable the Company to identify water-intensive activities, evaluate consumption patterns, and prioritize initiatives that enhance water productivity. The outcomes support informed decision-making regarding process improvements, conservation initiatives, recycling opportunities, infrastructure upgrades, and future water management strategies.

By integrating water risk assessments into its environmental management system, Alchem strengthens its ability to anticipate emerging challenges, improve operational resilience, optimize resource utilization, and support responsible manufacturing while protecting natural water resources.

Water Risk Matrix

Water Risk Area	Potential Business Impact	Management Approach
Water Availability	Reduced freshwater availability may affect manufacturing continuity and utility operations.	Water conservation initiatives, rainwater harvesting, efficient resource utilization, and evaluation of alternative water sources.
Water Quality	Poor water quality may affect manufacturing processes, utilities, and product quality.	Routine water quality monitoring, treatment systems, operational controls, and preventive maintenance.
Manufacturing Dependency	High operational dependence on water-intensive processes may increase resource demand.	Process optimization, water-efficient technologies, operational improvements, and water recycling initiatives.
Wastewater Management	Ineffective wastewater management may impact environmental compliance and operational performance.	Efficient wastewater treatment, laboratory testing, performance monitoring, and regulatory compliance.
Climate Variability	Changes in rainfall patterns and climate conditions may affect long-term water security.	Water conservation, rainwater harvesting, operational resilience, and resource planning.
Regulatory Compliance	Non-compliance with environmental regulations may result in legal, financial, and reputational risks.	Periodic compliance reviews, environmental monitoring, statutory reporting, and continual improvement.

Water Risk Management (GRI 303-2)

Building upon its water risk assessment process, Alchem International has established a structured Water Risk Management approach that focuses on preventing pollution, protecting water resources, strengthening infrastructure reliability, and minimizing operational and environmental risks associated with water use.

The Company integrates preventive controls, operational discipline, engineering safeguards, environmental monitoring, and continual improvement into its day-to-day operations to ensure that water-related risks are effectively managed throughout the manufacturing lifecycle.

A key priority within this approach is the protection of groundwater resources from potential contamination. Manufacturing operations involving process chemicals, utilities, and wastewater handling require robust preventive measures to minimize the likelihood of soil and groundwater pollution arising from accidental spills, improper storage practices, equipment failures, or uncontrolled discharges.

To address these risks, designated chemical storage and handling areas are equipped with secondary containment measures, wherever applicable, to prevent accidental releases from reaching surrounding soil and groundwater. These engineering controls are complemented by safe material handling procedures, controlled transfer practices, and defined operating instructions that support pollution prevention throughout operations.

The Company also implements comprehensive spill prevention and response procedures, enabling employees to respond promptly and effectively to any accidental releases. Operational teams are trained to identify potential risks, follow appropriate containment measures, report incidents, and undertake corrective actions that minimize environmental impacts.

Routine storage area inspections are carried out to verify the integrity of chemical storage facilities, tanks, pipelines, pumps, valves, and associated infrastructure. Regular inspections enable early identification of leaks, corrosion, deterioration, or equipment abnormalities, allowing timely maintenance interventions before environmental impacts occur.

Where operationally appropriate, groundwater monitoring forms part of the Company's broader environmental surveillance programme. Monitoring activities, together with routine environmental inspections and operational reviews, help evaluate the effectiveness of pollution prevention measures and support continual improvement in environmental protection.

Safe wastewater handling practices further strengthen Alchem's water risk management programme. Wastewater generated during manufacturing and utility operations is collected, conveyed, treated, and managed through controlled systems designed to minimize environmental risks and support compliance with applicable statutory requirements.

To maintain infrastructure reliability, the Company implements structured preventive maintenance programmes covering pipelines, pumps, valves, storage tanks, treatment systems, cooling equipment, and other water-related infrastructure. Routine maintenance reduces the likelihood of leaks, improves equipment reliability, minimizes water losses, and supports uninterrupted manufacturing operations.

Water-related risks are periodically reviewed through environmental monitoring, compliance evaluations, operational inspections, and management reviews. Findings from these assessments are integrated into corrective and preventive action programmes that strengthen operational controls, improve environmental performance, and enhance long-term water resilience. Through this comprehensive approach, Alchem continues to protect water resources, reduce operational risks, safeguard surrounding ecosystems, and reinforce its commitment to responsible manufacturing and sustainable environmental stewardship.

4. Optimising Water Use Across Operations (GRI 303-3, GRI 303-5)

Effective water stewardship extends beyond managing risks and regulatory compliance; it also requires maximizing the efficiency with which water is utilized throughout manufacturing operations. Guided by insights from water risk assessments and operational performance reviews, Alchem International continuously identifies opportunities to optimize water consumption, improve process efficiency, and strengthen responsible resource management across its facilities. The Company's water optimization strategy focuses on improving water productivity while maintaining product quality, operational reliability, and manufacturing efficiency. By integrating engineering improvements, operational excellence, preventive maintenance, and continual performance monitoring into daily operations, Alchem strives to reduce freshwater dependency and support long-term sustainability.





Water Use Optimisation

Alchem periodically reviews water consumption across manufacturing processes, utility systems, laboratories, equipment cleaning, and supporting infrastructure to understand consumption patterns and identify opportunities for improvement.

Operational teams evaluate water-intensive activities and implement process improvements that reduce unnecessary consumption while maintaining operational effectiveness. Continuous review of water utilization enables the Company to strengthen resource productivity, improve manufacturing efficiency, and support responsible water stewardship

Utility Water Management

Water utilized within boilers, cooling systems, utilities, and other supporting infrastructure is managed through structured operational controls designed to improve efficiency and minimize avoidable losses.

Regular reviews of utility performance support optimization of water consumption, infrastructure reliability, and operational efficiency while ensuring uninterrupted support for manufacturing operations

Process Optimisation

The Company continually reviews manufacturing processes to identify opportunities for reducing water consumption through improved process controls, engineering enhancements, optimized operating conditions, and efficient resource utilization.

These initiatives contribute to improved operational performance while reducing process losses and enhancing overall manufacturing sustainability.

Water-efficient Technologies (GRI 303-3, GRI 303-5)

Alchem continually evaluates practical technologies and operational improvements that support efficient water utilization while maintaining manufacturing reliability and product quality.

The Company focuses on enhancing process controls, improving utility efficiency, minimizing operational losses, strengthening leak prevention measures, and optimizing equipment performance through engineering improvements and responsible operational practices. Opportunities for internal water recovery and reuse are also evaluated wherever technically and operationally appropriate.

Water Audits & Water Efficiency Assessment (GRI 303-5)

Periodic water audits form an important component of Alchem International's water management programme by providing a structured evaluation of water consumption across manufacturing operations. These assessments enable the Company to identify opportunities to improve water efficiency, strengthen operational performance, and reduce freshwater dependency.

Water audits typically include water balance studies, process-wise water intensity assessments, water mapping exercises, infrastructure evaluations, and reviews of water consumption across manufacturing processes and utility systems. The findings help identify water-intensive operations, evaluate system performance, and prioritize improvement opportunities.

Based on audit outcomes, corrective action plans are developed to optimize operational practices, improve process controls, strengthen equipment performance, and enhance water productivity. Progress against these actions is periodically reviewed as part of the Company's continual improvement process.

Water-efficient Cooling Systems (GRI 303-5)

Cooling systems represent an important area for improving industrial water efficiency. Alchem periodically evaluates opportunities to optimize cooling water utilization through improved operational practices, efficient circulation, and water recirculation measures. Where technically and operationally appropriate, the Company evaluates closed-loop or hybrid cooling system configurations that can reduce freshwater demand and improve overall utility efficiency. Routine monitoring and preventive maintenance further support reliable cooling operations while minimizing unnecessary water consumption.



Preventive Maintenance

Preventive maintenance plays a vital role in improving water efficiency and protecting water infrastructure. Structured maintenance programmes covering pipelines, pumps, valves, storage tanks, treatment systems, and utility equipment help prevent leaks, reduce water losses, improve equipment reliability, and maintain efficient operational performance

Water Performance Monitoring

Continuous monitoring enables Alchem to evaluate the effectiveness of its water management initiatives and identify opportunities for continual improvement.

The Company periodically monitors water withdrawal, consumption, recycling, reuse, wastewater generation, and treatment performance across its operations. Performance trends are reviewed by management to evaluate conservation initiatives, support operational decision-making, and identify opportunities to further strengthen water efficiency and responsible resource management.

Water Performance Monitoring

Continuous monitoring enables Alchem to evaluate the effectiveness of its water management initiatives and identify opportunities for continual improvement.

The Company periodically monitors water withdrawal, consumption, recycling, reuse, wastewater generation, and treatment performance across its operations. Performance trends are reviewed by management to evaluate conservation initiatives, support operational decision-making, and identify opportunities to further strengthen water efficiency and responsible resource management.

5. Water Recycling, Reuse & Circular Water Management (GRI 303-3)

Alchem International recognizes that improving water efficiency extends beyond reducing consumption and includes maximizing the value derived from every unit of water used across manufacturing operations. As part of its commitment to responsible resource management, the Company continuously explores opportunities to strengthen circular water management by promoting water recycling, internal reuse, and efficient utilization of available water resources wherever technically and operationally appropriate.



The Company's approach focuses on reducing dependence on freshwater resources through systematic evaluation of water reuse opportunities within manufacturing and utility operations. By recovering and reusing treated water for appropriate non-product applications, Alchem aims to improve overall water productivity while supporting long-term operational resilience and environmental sustainability.

Water recycling opportunities are periodically assessed based on operational feasibility, water quality requirements, infrastructure capabilities, and regulatory considerations. Process improvements, engineering controls, and operational optimization support the recovery of suitable water streams that can be safely reused within the facility without compromising product quality, process integrity, or environmental compliance.

Water reuse initiatives are integrated with broader resource efficiency programmes and are periodically reviewed as part of the Company's continual improvement approach. These initiatives contribute to reducing freshwater withdrawal, enhancing operational efficiency, and strengthening responsible water stewardship.

By progressively advancing circular water management practices, Alchem reinforces its commitment to conserving natural water resources while supporting sustainable manufacturing and improving long-term environmental performance.



Technologies and Practices to Recycle or Reuse Water (GRI 303-3)

To support circular water management, Alchem evaluates technologies and operational practices that enable the recovery and reuse of water generated during manufacturing and utility operations. Depending on operational requirements and water quality considerations, opportunities are assessed for reclaiming treated water for suitable internal applications such as utility operations, equipment cleaning, cooling systems, gardening, and other non-product-contact uses.

The Company periodically reviews treatment processes, infrastructure capabilities, and operational controls to identify opportunities for improving water recovery and reuse while ensuring that recycled water meets applicable quality requirements for its intended application. Engineering improvements, operational optimization, and continuous monitoring support the efficient utilization of reclaimed water and contribute to reducing overall freshwater demand.

Where technically and operationally appropriate, Alchem continues to evaluate additional opportunities for expanding water recycling and reuse practices as part of its long-term water stewardship strategy.

6. Wastewater Management & Effluent Quality (GRI 303-2, GRI 303-4)

Responsible wastewater management forms an integral part of Alchem International's environmental management approach. The Company is committed to managing wastewater generated from manufacturing processes, utility operations, laboratories, and supporting infrastructure in a manner that minimizes environmental impact while ensuring compliance with applicable regulatory requirements.

Wastewater generated during operations is collected, conveyed, treated, monitored, and managed through established operational procedures designed to protect surrounding ecosystems and maintain responsible environmental performance. The Company's wastewater management approach emphasizes pollution prevention, operational control, treatment efficiency, regulatory compliance, and continual improvement.

Operational teams regularly monitor treatment system performance to ensure that wastewater treatment processes continue to operate effectively and consistently. Treatment performance, operational parameters, and compliance status are periodically reviewed to identify opportunities for improving efficiency and strengthening environmental protection.

Through structured wastewater management practices, Alchem seeks to reduce pollutant loads, improve treatment effectiveness, minimize environmental risks, and support responsible discharge management.

Wastewater Quality Assessment (GRI 303-2, GRI 303-4)

Maintaining wastewater quality is essential for protecting receiving water bodies and ensuring compliance with applicable environmental regulations. Alchem therefore undertakes regular wastewater quality monitoring to evaluate treatment performance and verify that treated effluent complies with statutory discharge requirements.

Routine wastewater sampling is conducted at defined intervals, followed by laboratory analysis of relevant environmental parameters. Depending on regulatory requirements and operational characteristics, monitored parameters may include:

- ✦ pH
- ✦ Total Suspended Solids (TSS)
- ✦ Chemical Oxygen Demand (COD)
- ✦ Biological Oxygen Demand (BOD)
- ✦ Heavy metals (where applicable)
- ✦ Other prescribed regulatory parameters

Analytical results are reviewed to assess treatment efficiency, identify performance trends, and verify compliance with applicable environmental standards. Where necessary, corrective actions and process adjustments are implemented to maintain consistent treatment performance and improve operational reliability.

Regular wastewater quality assessments support responsible environmental management, strengthen regulatory compliance, and provide valuable information for continual improvement of wastewater treatment processes.

Removal of Active Pharmaceutical Ingredients (APIs) from Wastewater (GRI 303-2, GRI 303-4)

As a manufacturer of botanical Active Pharmaceutical Ingredients (APIs), Alchem recognizes the importance of minimizing the potential discharge of pharmaceutical constituents into the environment. Effective management of API residues forms an important aspect of the Company's wastewater management strategy and supports its commitment to environmental protection and responsible manufacturing.

The Company continuously evaluates opportunities to improve wastewater treatment efficiency and reduce the presence of API-related constituents in treated effluent through appropriate operational controls, process optimization, and effective treatment practices.

Where technically and operationally appropriate, Alchem evaluates advanced treatment approaches such as enhanced filtration systems, activated carbon adsorption, membrane-based treatment technologies, or advanced oxidation processes that may further improve wastewater quality and reduce pharmaceutical residues. Such evaluations are undertaken considering operational feasibility, environmental benefits, regulatory expectations, and technological suitability.

Continuous monitoring of wastewater quality, periodic treatment performance reviews, and ongoing process improvements support responsible management of wastewater streams while strengthening environmental compliance and reducing potential impacts on surrounding ecosystems.

7. Water Conservation & Resource Stewardship (GRI 303-5)

Water conservation remains an important component of Alchem International's environmental stewardship strategy. Beyond improving operational efficiency, the Company seeks to cultivate responsible water use practices that contribute to the long-term conservation of freshwater resources and enhance resilience against future water-related challenges.

Water conservation initiatives are integrated across manufacturing operations through operational discipline, employee engagement, process optimization, infrastructure improvements, and continuous monitoring. Together, these measures support efficient resource utilization while reinforcing the Company's commitment to sustainable manufacturing.

Rainwater Harvesting

Recognizing the importance of supplementing freshwater resources, Alchem has implemented rainwater harvesting measures to capture and utilize rainfall wherever operationally feasible. Harvested rainwater contributes to water conservation efforts and supports responsible management of natural water resources.

Rainwater harvesting infrastructure is periodically inspected and maintained to ensure effective operation and reliable performance. By utilizing harvested rainwater for appropriate applications, the Company aims to reduce dependence on freshwater sources while strengthening long-term water resilience.





Water Performance Dashboard (GRI 303-3, GRI 303-5)

Alchem monitors key water performance indicators to evaluate the effectiveness of its water stewardship initiatives and support data-driven decision-making. Performance trends help identify improvement opportunities, strengthen operational efficiency, and measure progress towards long-term water management objectives.

Water Performance Indicator	Unit	FY 2023	FY 2024	FY 2025
Total Water Consumption	kL/year	45,292	40,366	44,881
Total Water Recovered	kL/year	13,700	29,133.58	8483.02
Total Rainwater Harvested	kL/year	400000	400000	4161.6

8. Water Stewardship Targets & Future Roadmap (GRI 303-5)

Alchem International remains committed to continually strengthening its water stewardship programme through improved governance, enhanced operational efficiency, responsible water conservation, and increased adoption of circular water management practices. The Company will continue to integrate water considerations into operational planning while identifying opportunities to improve water productivity, reduce freshwater dependency, and enhance environmental resilience.

Water Stewardship Roadmap

Timeline	Focus Area	Strategic Direction
Short Term (2025-2027)	Water Performance	Strengthen water monitoring, periodic audits, infrastructure reliability, and operational efficiency.
Medium Term (2027-2030)	Water Efficiency	Expand water conservation, recycling, reuse initiatives, and optimize water-intensive processes.
Long Term (Beyond 2030)	Circular Water Management	Advance responsible water stewardship through improved resource efficiency, greater water circularity, and long-term resilience.

Future Priorities

Alchem's future water stewardship priorities include:

- Strengthening water governance and performance monitoring.
- Improving water efficiency across manufacturing and utility operations.
- Expanding opportunities for water recycling and internal reuse where technically and operationally appropriate.
- Enhancing wastewater treatment performance and regulatory compliance.
- Promoting responsible water conservation through employee engagement and operational excellence.
- Continuously evaluating innovative and practical solutions that support sustainable water management.

By embedding responsible water stewardship into its environmental management framework, Alchem International seeks to safeguard water resources, improve operational resilience, and create long-term value through sustainable manufacturing practices. The Company remains committed to continually enhancing its water management capabilities while supporting environmental protection, regulatory compliance, and responsible business growth.





Air Emissions Management

(GRI 3-3, GRI 305-7)

Protecting Air Quality Through Responsible Manufacturing

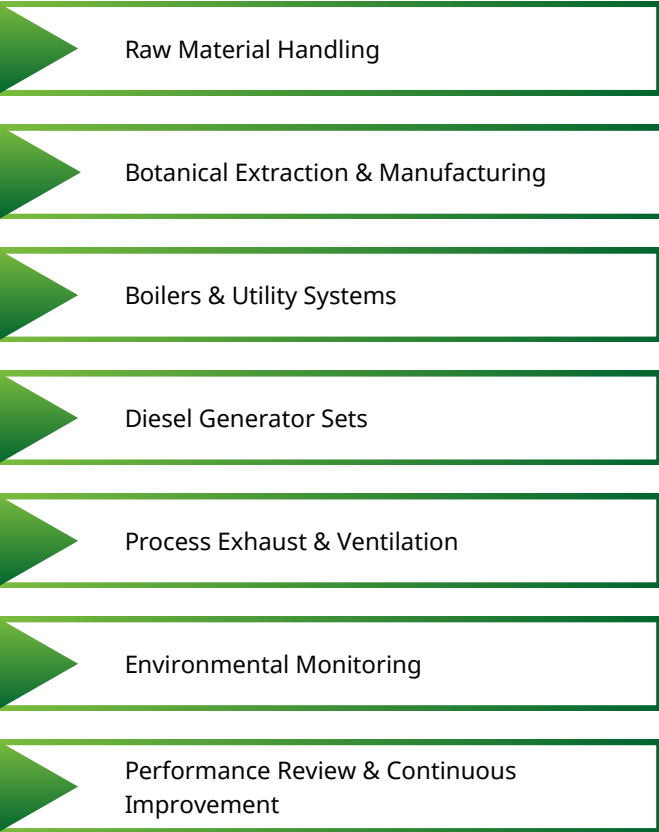
At Alchem International Pvt. Ltd., protecting air quality is an integral part of our commitment to responsible manufacturing and environmental stewardship. As a global manufacturer of botanical Active Pharmaceutical Ingredients (APIs), phytochemicals, nutraceutical ingredients, and natural healthcare solutions, we recognise that effective air emissions management contributes not only to regulatory compliance, but also to environmental protection, employee well-being, operational excellence, and long-term business resilience. Our approach is founded on the principle that preventing emissions at source is more effective than treating them after generation. Environmental considerations are therefore integrated into every stage of manufacturing, from process design and equipment selection to operational controls, preventive maintenance, and performance monitoring. Through this preventive philosophy, we continually strive to optimise manufacturing efficiency while reducing the environmental footprint of our operations. Air emissions management forms an integral component of Alchem's Environmental, Health and Safety (EHS) Management System. Structured operating procedures, disciplined process management, preventive maintenance programmes, engineering controls, and periodic environmental monitoring enable us to identify, assess, monitor, and manage emission sources across our manufacturing and utility operations. Our environmental management framework is continuously strengthened through operational reviews, environmental performance assessments, technological improvements, and evolving regulatory expectations. This enables us to enhance manufacturing performance while reinforcing responsible environmental governance and supporting our long-term sustainability ambitions.



Understanding Our Air Emission Sources (GRI 305-7)

Effective air quality management begins with a comprehensive understanding of operational emission sources. Alchem defines its operational boundary using an operational control approach, encompassing all manufacturing processes, utility operations, supporting infrastructure, and ancillary activities under the Company's direct management. Across our manufacturing facilities, botanical raw materials undergo extraction, purification, concentration, drying, and downstream processing to produce high-quality natural active ingredients. Supporting utilities, including steam generation systems, emergency power infrastructure, ventilation systems, and material handling operations, collectively form part of the Company's environmental management boundary. This comprehensive understanding enables systematic environmental monitoring, prioritisation of pollution prevention initiatives, and implementation of appropriate engineering and operational controls across all significant emission sources.

Operational Boundary



Managing Key Emission Sources

Manufacturing operations generate process-related emissions during extraction, concentration, purification, and drying activities. These operations are conducted under controlled manufacturing conditions supported by standard operating procedures, Good Manufacturing Practices (GMP), and continuous process optimisation.

Utility systems, including boilers and steam generation equipment, support manufacturing activities while operating under preventive maintenance programmes, fuel optimisation initiatives, and periodic environmental monitoring to improve operational efficiency and minimise combustion-related emissions.

Emergency Diesel Generator (DG) sets provide backup power during grid interruptions. Since these units operate only during emergencies and scheduled testing, their environmental impact is managed through controlled operation, routine inspections, preventive maintenance, and compliance with applicable statutory requirements.

Dedicated process exhaust and ventilation systems maintain safe workplace conditions while supporting controlled management of process air streams. Engineering controls and periodic performance evaluation help ensure effective ventilation and responsible environmental performance.

Alchem also recognises the importance of controlling fugitive emissions arising from material handling, storage operations, transfer activities, and supporting infrastructure. Preventive maintenance, leak prevention, disciplined housekeeping, and regular equipment inspections collectively minimise unintended atmospheric releases while improving operational reliability.

Air Emission Source Overview

Operational Source	Primary Activity	Management Approach
Manufacturing Operations	Botanical extraction, purification and drying	Process optimisation and operational excellence
Boilers & Utility Systems	Steam and utility generation	Efficient operation and preventive maintenance
Diesel Generator Sets	Emergency power generation	Controlled operation and scheduled maintenance
Process Exhaust Systems	Manufacturing ventilation	Engineering controls and environmental monitoring
Material Handling & Storage	Material transfer	Leak prevention and good housekeeping



Strengthening Environmental Governance Through Monitoring (GRI 305-7)

A robust governance framework enables Alchem to manage atmospheric emissions through scientific monitoring, regulatory oversight, operational accountability, and continual improvement. Air emissions management is embedded within our EHS Management System and supported through collaboration between the Environmental, Manufacturing, Engineering, Utilities, Maintenance, and Quality functions.

Environmental monitoring programmes are established in accordance with applicable statutory requirements, consent conditions, and recognised monitoring protocols. This systematic approach provides reliable environmental information that supports regulatory compliance, operational decision-making, and continual enhancement of environmental performance.

Air Emissions Governance Framework



Periodic stack emission monitoring enables the Company to evaluate emissions from significant operational sources and assess compliance with applicable regulatory requirements. Depending on operational applicability, monitoring may include particulate matter (PM), sulphur oxides (SO₂), nitrogen oxides (NO_x), volatile organic compounds (VOCs), and other regulated parameters.

Complementing source-level monitoring, ambient air quality assessments are undertaken around manufacturing facilities to evaluate surrounding environmental conditions and assess the effectiveness of emission management practices. Together, these programmes provide a comprehensive understanding of environmental performance both within and beyond our operational boundary.

Environmental monitoring data is analysed through recognised laboratory procedures before being reviewed by relevant functional teams. Findings support process optimisation, preventive maintenance, operational improvements, engineering enhancements, and timely corrective actions wherever opportunities for improvement are identified.

Preventing Emissions Before They Occur (GRI 305-7)

Alchem believes that the most effective way to protect air quality is by preventing emissions before they are generated. Rather than relying solely on downstream treatment technologies, our pollution prevention philosophy emphasises source reduction through efficient process design, engineering excellence, preventive maintenance, disciplined operational practices, and continuous improvement.

Environmental considerations are incorporated into production planning, utility management, equipment maintenance, and day-to-day manufacturing decisions. Continuous review of manufacturing performance enables us to optimise resource utilisation, improve operational efficiency, and minimise potential atmospheric emissions while maintaining high standards of product quality.

Engineering controls, scheduled preventive maintenance, equipment inspections, and performance evaluations enhance equipment reliability while reducing emission risks associated with manufacturing and utility operations. Operational discipline, Good Manufacturing Practices (GMP), effective housekeeping, and process control further strengthen our ability to minimise emissions throughout the production cycle.

Environmental monitoring outcomes are regularly incorporated into management reviews, enabling Alchem to continuously strengthen its pollution prevention programmes and environmental stewardship initiatives.





Managing Environmental Impacts Beyond Regulated Emissions

(GRI 3-3, GRI 305-7 | EcoVadis)

Responsible air quality management extends beyond regulated atmospheric emissions. Alchem also focuses on minimising operational impacts such as noise and odour that may affect employees, neighbouring communities, and the surrounding environment.

Noise generated from manufacturing equipment, utilities, compressors, pumps, and supporting infrastructure is managed through periodic monitoring, preventive maintenance, equipment inspections, operational optimisation, and evaluation of appropriate engineering controls where required. These measures contribute to workplace safety while reducing potential community impacts.

Similarly, odour management is integrated into routine manufacturing operations through stable process control, disciplined housekeeping, appropriate material handling, controlled ventilation systems, preventive maintenance, and Good Manufacturing Practices. These measures help maintain a clean manufacturing environment while reducing potential nuisance impacts.

Recognising the importance of continual improvement, Alchem periodically evaluates emerging environmental technologies that may further strengthen environmental performance. Depending on technical feasibility and operational suitability, the Company assesses advanced ventilation systems, adsorption technologies, biological treatment solutions, and other engineering controls that can further enhance pollution prevention and cleaner manufacturing.

Environmental Stewardship Priorities

Focus Area	Strategic Objective
Pollution Prevention	Minimise emissions at source
Stack & Ambient Monitoring	Strengthen environmental performance evaluation
Equipment Reliability	Reduce operational emission risks
Noise & Odour Management	Minimise environmental nuisance
Engineering Improvements	Enhance cleaner manufacturing
Continuous Improvement	Drive long-term environmental stewardship

Air Emissions Performance (GRI 305-7)

Periodic environmental monitoring enables Alchem to evaluate air emissions performance, verify regulatory compliance, and identify opportunities for continual improvement. Environmental performance data supports evidence-based decision-making while strengthening transparency and environmental accountability across manufacturing operations.

Air Emissions Performance Dashboard

≡ Parameter	Unit	FY 2023-24	FY 2024-25	FY 2025-26
 Nitrogen Oxides (NO_x)	Micro/m3	10.9	10.7	10.6
 Sulphur Oxides (SO_x)	Micro/m3	20.1	20	19.2
 Particulate Matter (PM)	(mg/M ³)	55.9	55.8	55.7
 Volatile Organic Compounds (VOCs)	kg/year	1.02	1.19	1

Air Quality Improvement Roadmap

Strategic Priority	Focus Area	Our Direction
Strengthening Environmental Governance	Monitoring & Compliance	Enhance environmental monitoring systems, strengthen regulatory compliance, and improve data-driven environmental decision-making.
Driving Operational Excellence	Pollution Prevention	Advance process optimisation, engineering controls, equipment reliability, and preventive maintenance to minimise emissions at source.
Advancing Cleaner Manufacturing	Innovation & Continuous Improvement	Promote cleaner production, resource optimisation, adoption of best available practices, and continuous improvement in environmental performance.

Looking Ahead

Air quality management remains a key pillar of Alchem International's environmental stewardship journey. Through integrated governance, systematic monitoring, proactive pollution prevention, and responsible operational practices, the Company continues to strengthen its environmental performance while supporting cleaner manufacturing and sustainable growth.

As environmental expectations evolve, Alchem will continue to invest in operational excellence, technological innovation, and continuous improvement to create long-term value for stakeholders while contributing to a healthier environment and a more sustainable future.



8. Regulatory Compliance & Environmental Performance

Discuss

✦

Consent compliance

✦

Statutory reporting

✦

Stack monitoring

✦

Corrective action

✦

Environmental inspections

✦

Management review

✦

Laboratory testing

9. Air Quality Improvement Roadmap (GRI 3-3, GRI 305-7)

Alchem International is committed to continuously strengthening its air emissions management through improved environmental monitoring, operational efficiency, and responsible manufacturing practices. The Company will continue to enhance its environmental performance by integrating pollution prevention, process optimization, and continual improvement into its operations while aligning with evolving regulatory requirements and industry best practices.

Air Quality Improvement Roadmap

Timeline	Focus Area	Strategic Direction
Short Term (2026–2028)	Monitoring & Compliance	Strengthen stack and ambient air monitoring, environmental data management, and regulatory compliance.
Medium Term (2028–2031)	Emission Reduction	Improve process efficiency, equipment reliability, and operational controls to reduce air emissions.
Long Term (Beyond 2031)	Cleaner Manufacturing	Advance pollution prevention, evaluate suitable emission control technologies, and strengthen overall air quality performance.

Future Priorities

Strategic Priority	Planned Direction
Environmental Monitoring	Enhance monitoring systems and performance evaluation.
Operational Excellence	Improve process efficiency and preventive maintenance.
Pollution Prevention	Strengthen source reduction and operational controls.
Technology Evaluation	Assess suitable emission control technologies where feasible.
Continuous Improvement	Enhance environmental performance through regular review and innovation.

Through this roadmap, Alchem aims to progressively improve air quality performance, strengthen environmental compliance, and support sustainable manufacturing through responsible operational practices and continual improvement.





Waste Management and Circular Economy

Advancing Circular Resource Management
(GRI 3-3, GRI 306-1,GRI 306-2,GRI 306-3,GRI 306-4,GRI 306-5)

Building Circularity Across Operations

At Alchem International Pvt. Ltd., waste is viewed not merely as an operational by-product but as a valuable resource that can be reduced, recovered, reused, or responsibly managed through a circular approach. As a research-driven manufacturer of botanical Active Pharmaceutical Ingredients (APIs), phytochemicals, nutraceutical ingredients, and natural healthcare solutions, the Company integrates circular economy principles into its manufacturing operations to minimise environmental impacts, optimise resource efficiency, and strengthen long-term operational resilience.

Our waste management philosophy follows the hierarchy of prevention, reduction, reuse, recycling, recovery, and responsible disposal. Environmental considerations are embedded into production planning, material handling, process optimisation, equipment maintenance, and employee engagement to minimise waste generation while maximising resource utilisation across the value chain.

Through structured operational controls, disciplined housekeeping practices, periodic monitoring, and collaboration with authorised waste management partners, Alchem continuously strengthens its approach towards responsible waste management and circular manufacturing.

Our Circular Resource Management Framework



Resource Recovery & Internal Waste Circularity

Reducing waste generation at source remains one of the most effective ways of improving environmental performance. Alchem continuously evaluates manufacturing processes to identify opportunities for reducing internal waste generation through improved process efficiency, material optimisation, recovery of usable materials, and responsible reuse wherever technically feasible.

The Company promotes circular resource management by encouraging:

- 

Recovery of reusable process materials wherever feasible.
- 

Recovery of valuable materials before disposal.
- 

Reuse and repurposing of operational materials and equipment.
- 

Continuous review of manufacturing practices to reduce waste generation at source.
- 

Optimisation of raw material utilisation to minimise production losses.



These initiatives help improve resource productivity while reducing the environmental footprint associated with manufacturing operations.

Responsible Waste Segregation & Waste Stream Management

Effective waste management begins with segregation at the point of generation. Alchem follows a structured waste segregation system that enables different waste streams to be identified, collected, stored, transported, and managed using appropriate treatment methods.

Waste generated during operations is categorised into appropriate streams such as:

Hazardous waste	Non-hazardous waste	Organic waste	Plastic waste
Paper and cardboard	Metal scrap	Glass waste	Other recyclable materials

Clearly identified collection points, designated storage areas, internal handling procedures, and authorised disposal channels help ensure that each waste stream receives appropriate treatment while maximising opportunities for reuse and recycling.

This systematic approach supports regulatory compliance, improves operational efficiency, and strengthens resource recovery across manufacturing facilities.

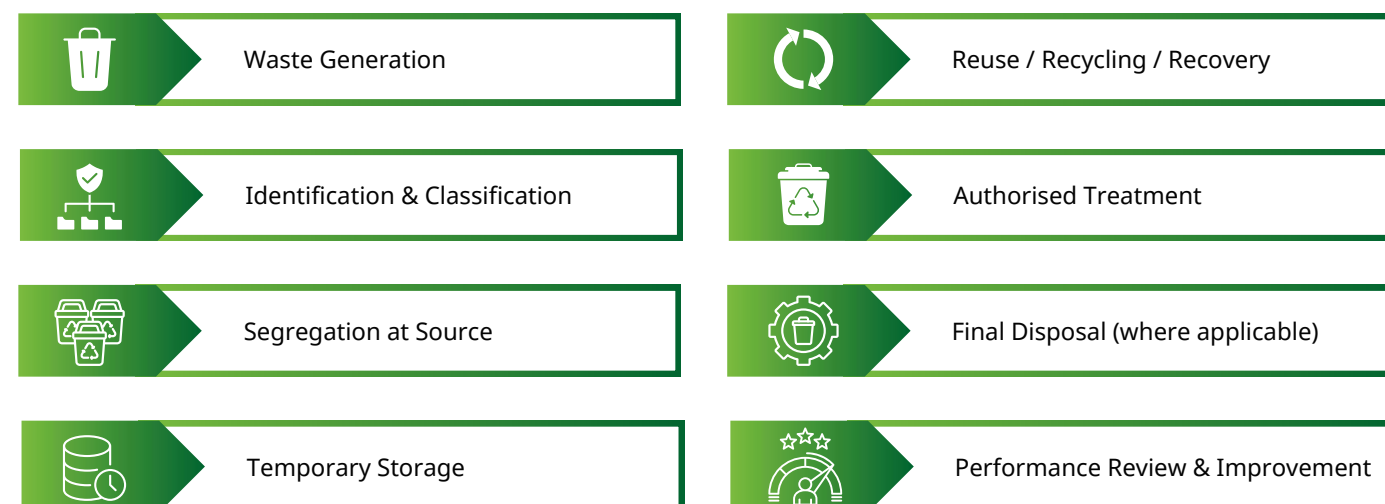
Performance Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Total waste generated	MT	154,924.08	174,072	207,215.31



Waste Stream Mapping & Material Flow Management

Understanding how waste moves through operations enables Alchem to identify improvement opportunities and strengthen circular resource management. The Company periodically reviews waste generation, segregation, storage, recovery, recycling, and disposal practices to improve operational efficiency and minimise waste sent for final disposal.

Waste Stream Flow



Waste stream mapping provides greater visibility into operational material flows while supporting informed decision-making, resource optimisation, and continual improvement in waste management performance.

Employee Engagement in Waste Stewardship

Waste stream mapping provides greater visibility into operational material flows while supporting informed decision-making, resource optimisation, and continual improvement in waste management performance.

Training and awareness initiatives are periodically conducted to encourage employees to:

- Segregate waste correctly at source.
- Reduce avoidable waste generation.
- Promote reuse and recycling opportunities.
- Handle hazardous waste safely.
- Follow approved waste management procedures.
- Support good housekeeping practices.
- Contribute to continuous environmental improvement.

These initiatives help build a culture of shared environmental responsibility while reinforcing sustainable manufacturing practices throughout the organisation.

Responsible Hazardous Waste Management

Hazardous waste is managed through a structured framework that prioritises environmental protection, regulatory compliance, and safe handling throughout its lifecycle.

Hazardous wastes generated during manufacturing operations are identified, labelled, stored, transported, treated, and disposed of in accordance with applicable environmental legislation and authorised regulatory requirements.

Alchem works only with authorised waste recyclers, treatment facilities, and disposal agencies to ensure environmentally sound management of hazardous waste.

The Company's hazardous waste management approach includes:

- Identification and classification of hazardous waste.
- Secure temporary storage in designated areas.
- Labelling and documentation prior to transportation.
- Disposal through authorised recyclers and treatment facilities.
- Traceability of waste movement.
- Verification of final treatment and disposal.

Alchem also supports the principles of environmentally sound hazardous waste management by ensuring that hazardous waste movements comply with applicable national regulations and internationally recognised environmental obligations, including the principles established under the Basel Convention, thereby discouraging inappropriate transboundary movement of hazardous waste.





Driving Continuous Improvement

Waste management performance is periodically reviewed through operational monitoring, environmental assessments, internal audits, and management reviews. Insights generated from these evaluations help identify opportunities to enhance resource efficiency, strengthen recycling practices, improve material recovery, and minimise waste generation.

Continuous improvement initiatives include:

- ✦

Process optimisation.
- ✦

Resource efficiency improvements.
- ✦

Enhanced segregation practices.
- ✦

Increased recovery and recycling opportunities.
- ✦

Employee awareness programmes.
- ✦

Performance monitoring and periodic review.



These efforts reinforce Alchem's commitment to circular manufacturing while supporting responsible environmental stewardship and long-term sustainable growth.

Circular Resource Management Priorities

Strategic Priority	Key Direction
Waste Prevention	Minimise waste generation through process optimisation and efficient resource utilisation.
Circular Resource Recovery	Enhance reuse, recovery, recycling, and repurposing of operational materials wherever feasible.
Waste Stream Management	Strengthen segregation, traceability, and responsible management of all waste streams.
Employee Engagement	Build employee capability through awareness, training, and responsible waste handling practices.
Responsible Compliance	Ensure environmentally sound management of hazardous waste through authorised treatment and regulatory compliance.
Continuous Improvement	Drive innovation, operational excellence, and circular economy practices to enhance long-term environmental performance.

Sustainable Manufacturing Practices

(GRI-3, GRI-301, GRI-306)

Advancing Sustainable Manufacturing (GRI 3-3)

Through responsible materials, resource efficiency, green chemistry and continuous process innovation, Alchem integrates sustainability into every stage of its manufacturing value chain, reinforcing its Farm-to-Pharmacy philosophy while creating long-term value for customers, communities and the environment.

At Alchem International Pvt. Ltd., sustainable manufacturing is founded on the belief that operational excellence and environmental responsibility must progress together. As a research-driven manufacturer of botanical Active Pharmaceutical Ingredients (APIs), phytochemical extracts and natural healthcare ingredients, the Company integrates resource efficiency, responsible chemistry and process innovation throughout its manufacturing value chain to minimise environmental impacts while delivering high-quality products.

Guided by its Farm-to-Pharmacy philosophy, sustainability considerations are embedded from material selection and process design to manufacturing, chemical management and end-of-life treatment. Through continuous process optimisation, scientific innovation and disciplined operational practices, Alchem seeks to maximise resource productivity, minimise material losses, reduce hazardous inputs and strengthen cleaner manufacturing practices across its operations.

Rather than viewing sustainability as a standalone initiative, the Company incorporates environmental performance into everyday manufacturing decisions, ensuring that production efficiency, product quality, regulatory compliance and environmental stewardship remain closely interconnected.

Our Philosophy of Sustainable Manufacturing





Driving Resource Efficiency Through Process Excellence (GRI 301-1, GRI 3-3)

Efficient utilisation of materials forms the foundation of Alchem's sustainable manufacturing approach. Manufacturing processes are continuously reviewed to optimise operating parameters, improve extraction efficiency, maximise process yields and minimise avoidable material losses throughout production.

Scientific process development, Good Manufacturing Practices (GMP), preventive maintenance programmes and disciplined operational controls collectively improve resource productivity while reducing unnecessary consumption of raw materials, process chemicals and utilities. Regular performance reviews enable the Company to identify opportunities for process refinement, strengthen manufacturing efficiency and reduce the overall environmental footprint of operations.

By embedding process optimisation into routine manufacturing activities, Alchem enhances operational excellence while supporting long-term resource conservation and cleaner production.

Embedding Responsible Materials & Chemical Stewardship Across Operations (GRI 3-3, GRI 301, GRI 306)

Optimising Material Efficiency Across the Manufacturing Value Chain (GRI 301-1)

Alchem continually evaluates opportunities to improve material efficiency across its manufacturing processes by reducing unnecessary consumption, improving material conversion efficiencies and enhancing overall resource productivity. Process improvements are supported through scientific process optimisation, operational discipline and continuous evaluation of manufacturing performance, enabling efficient utilisation of botanical raw materials and manufacturing inputs while reducing process losses.

Advancing Sustainable Process Materials (GRI 301-1)

As a manufacturer of plant-derived healthcare ingredients, Alchem recognises the importance of responsible material selection in supporting sustainable manufacturing. The Company continuously evaluates opportunities to utilise environmentally preferable and bio-based process materials, wherever technically and operationally feasible. Through ongoing research and process development, Alchem seeks to improve process sustainability while reducing dependence on higher-impact manufacturing inputs and supporting the transition towards cleaner production practices.

Accelerating Green Chemistry & Safer Process Innovation (GRI 3-3, GRI 301-1)

Innovation plays a central role in strengthening responsible manufacturing. Green chemistry principles are incorporated into process development through the evaluation of cleaner technologies, environmentally preferable process materials and safer alternatives that reduce environmental impacts without compromising product quality or operational reliability.

Where appropriate, the Company assesses opportunities to optimise chemical consumption, adopt lower-impact solvents and auxiliary chemicals, improve manufacturing technologies and progressively substitute higher-impact materials with safer alternatives. This approach supports responsible innovation while reinforcing sustainable manufacturing and operational resilience.

Ensuring Safe Lifecycle Management of Process Chemicals (GRI 3-3)

The safe management of chemicals is fundamental to protecting employees, surrounding communities and the environment. Alchem implements structured controls governing the receipt, identification, storage, handling, internal transportation and utilisation of process chemicals throughout manufacturing operations.

Operational practices include appropriate chemical identification and labelling, storage based on compatibility, defined handling procedures, controlled internal movement, engineering controls to minimise exposure, routine inspections and established operating procedures. These measures are integrated within the Company's Environmental, Health and Safety (EHS) Management System, ensuring that chemicals are managed responsibly throughout their operational lifecycle.

Strengthening Environmental Preparedness & Operational Resilience (GRI 3-3)

Environmental protection extends beyond routine operations to preparedness for unexpected situations. Alchem maintains documented emergency preparedness and response procedures designed to minimise potential environmental impacts arising from chemical spills, leaks or other operational incidents that could affect soil, water or air quality.

The emergency preparedness framework includes spill prevention and containment measures, emergency response equipment, incident reporting and investigation procedures, periodic emergency drills and continuous evaluation of response effectiveness. These measures strengthen organisational preparedness while supporting effective environmental risk management.





Managing Hazardous Substances Through Risk-Based Controls (GRI 3-3, GRI 306-2)

Alchem adopts a preventive approach towards hazardous substance management by integrating environmental risk assessment, process optimisation and disciplined operational controls into manufacturing activities. Manufacturing processes are periodically reviewed to minimise hazardous inputs, improve material conversion efficiencies and reduce the generation of hazardous substances through engineering improvements and scientific process optimisation.

Routine inspections, preventive maintenance and process reviews further strengthen operational integrity while reducing potential environmental risks associated with hazardous materials.

Ensuring Environmentally Sound Treatment & Responsible Disposal (GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5)

Where hazardous substances or associated wastes are generated, Alchem follows established procedures for their safe collection, segregation, storage, transportation, treatment and disposal through authorised facilities in accordance with applicable regulatory requirements.

The Company emphasises environmentally sound management practices that support appropriate segregation, secure temporary storage, specialised treatment, authorised transportation and compliant disposal while maintaining full regulatory oversight throughout the waste management process.

Supporting Responsible Management of Persistent Organic Pollutants (GRI 3-3)

In line with internationally recognised environmental principles, Alchem periodically evaluates manufacturing processes and material selection practices to minimise the potential use and release of Persistent Organic Pollutants (POPs), wherever applicable to its operations. Material handling, storage, transportation and process controls are implemented in accordance with applicable regulatory requirements to minimise environmental releases and support responsible chemical management.

Embedding a Culture of Continuous Improvement (GRI 3-3)

Responsible materials management is supported by a culture of continual improvement. Environmental performance, manufacturing efficiency and material utilisation are periodically reviewed to identify opportunities for further optimisation, technology enhancement and process innovation. Lessons learned from operational reviews, environmental monitoring and scientific research are integrated into future improvements, enabling Alchem to strengthen sustainable manufacturing while supporting long-term environmental stewardship.

Advancing Operational Excellence Through Innovation (GRI 3-3, GRI 301-1)

Operational excellence remains central to Alchem's sustainable manufacturing journey. By integrating scientific research, process innovation, preventive maintenance, environmental risk management and continuous improvement into manufacturing operations, the Company strengthens production efficiency while reducing environmental impacts across the value chain.

This integrated approach enables Alchem to manufacture high-quality botanical ingredients through processes that prioritise resource efficiency, responsible chemistry and operational reliability, reinforcing its commitment to sustainable manufacturing and long-term value creation.

Pollution Prevention and Environmental Compliance

(GRI 2-27, GRI 3-3, GRI 416-1)

Advancing Responsible Product Stewardship Through Robust Environmental Compliance

Operating across highly regulated global healthcare markets requires environmental responsibility to extend beyond manufacturing processes and become an integral part of product stewardship. At Alchem International Pvt. Ltd., pollution prevention is supported through a comprehensive approach that combines responsible chemical management, robust regulatory compliance, product safety and scientific governance across the entire product lifecycle. As a research-driven manufacturer of botanical Active Pharmaceutical Ingredients (APIs), phytochemical extracts, nutraceutical ingredients and natural healthcare solutions, Alchem integrates environmental protection, product quality and regulatory compliance into every stage of its operations, from product development and manufacturing to documentation, distribution and customer support. Guided by its Farm-to-Pharmacy philosophy, the Company continually strengthens its regulatory systems to ensure that products supplied to global markets meet applicable environmental, quality and product safety expectations. Product stewardship principles are embedded throughout the lifecycle of Alchem's botanical ingredients, ensuring that environmental, regulatory, quality and safety considerations remain interconnected from raw material sourcing through manufacturing, distribution and responsible product use. By combining scientific expertise with disciplined operational controls and transparent regulatory communication, Alchem enables customers to meet evolving international requirements while reinforcing its commitment to sustainable manufacturing and responsible business practices.

Integrated Product Stewardship & Compliance Framework

A structured governance framework enables Alchem to integrate environmental compliance, product stewardship and regulatory excellence across its global operations. The framework facilitates systematic management of regulatory obligations while ensuring responsible communication, customer support and continual improvement.





Guided by this integrated framework, Alchem manages environmental compliance through robust regulatory governance, responsible chemical stewardship, transparent product safety communication and continuous monitoring of evolving international regulations. Together, these elements strengthen operational integrity while supporting customers operating across highly regulated global markets.

Strengthening Global Regulatory Compliance (GRI 2-27)

Regulatory compliance forms a fundamental component of Alchem's commitment to responsible manufacturing and sustainable business operations. The Company maintains comprehensive regulatory and quality management systems that support compliance with applicable environmental, chemical and product-related regulations across the pharmaceutical, nutraceutical and cosmetic sectors.

Compliance considerations are integrated throughout the product lifecycle, from product development and manufacturing to technical documentation and customer support. Internal governance mechanisms continuously monitor evolving legislative requirements, enabling timely updates to regulatory processes, technical documentation and product information.

This proactive approach strengthens responsible market access, reinforces customer confidence and demonstrates Alchem's commitment to ethical business practices, operational transparency and environmental stewardship.

Responsible Chemical Stewardship & REACH Compliance (GRI 3-3, GRI 2-27)

Effective product stewardship begins with the responsible management of chemical substances throughout their operational lifecycle. Alchem supports compliance with internationally recognised chemical regulations, including the European Union Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) Regulation, wherever applicable to its products and customer markets.

Chemical information is systematically reviewed and managed to support regulatory compliance, facilitate product stewardship and ensure responsible communication throughout the supply chain. Regulatory assessments enable the Company to manage applicable obligations associated with chemical substances while supporting customers operating within highly regulated international jurisdictions.

As regulatory requirements continue to evolve, Alchem periodically reviews applicable legislation and integrates relevant updates into product documentation, technical information and customer communications, ensuring continued compliance and responsible chemical stewardship.

Transparent Product Safety Communication (GRI 416-1)

Transparent communication of product safety information is fundamental to responsible product stewardship. Alchem maintains comprehensive regulatory documentation that supports customers in the safe handling, storage, transportation and use of its products throughout their lifecycle.

Where applicable, Safety Data Sheets (SDS) are prepared and maintained in accordance with applicable regulatory requirements and internationally recognised practices. These documents provide detailed information relating to product composition, hazard identification, safe handling procedures, storage conditions, transportation guidance, emergency response measures and disposal considerations.

By providing accurate, reliable and up-to-date product safety information, Alchem enables customers to fulfil their own regulatory responsibilities while promoting the safe and responsible use of botanical ingredients across global healthcare value chains.

Supporting Customer Compliance Across the Value Chain (GRI 416-1)

Alchem recognises that effective product stewardship extends beyond internal operations and relies upon strong collaboration with customers throughout the value chain. The Company's Regulatory Affairs and Quality teams work closely with customers by providing timely technical documentation and regulatory information that facilitates compliance with applicable pharmaceutical, nutraceutical and cosmetic regulations.

Customer support includes the provision of regulatory declarations, product specifications, Safety Data Sheets (SDS), certificates and other technical documentation required for product registration, quality assurance and regulatory submissions, wherever applicable.

Through proactive engagement, transparent communication and scientific expertise, Alchem strengthens long-term customer partnerships while supporting responsible product stewardship and regulatory compliance across diverse international markets.





Driving Regulatory Excellence Through Continuous Improvement (GRI 2-27, GRI 3-3)

As global regulatory expectations continue to evolve, Alchem remains committed to continuously strengthening its regulatory governance framework. Periodic monitoring of legislative developments, industry standards and customer expectations enables the Company to maintain compliance readiness while supporting responsible manufacturing practices.

Cross-functional collaboration between Regulatory Affairs, Quality Assurance, Manufacturing and Environmental, Health and Safety (EHS) teams facilitates the continuous enhancement of documentation practices, regulatory processes and compliance management systems. Lessons learned from regulatory reviews, customer feedback and operational experience are integrated into ongoing improvement initiatives that reinforce organisational resilience and operational agility.

Through this culture of continual improvement, Alchem enhances product stewardship, strengthens environmental compliance and supports sustainable growth across its global operations.

Product Stewardship Performance Highlights

Strategic Focus	Contribution
Global Regulatory Compliance	Supports compliance with applicable international environmental and product regulations
Responsible Chemical Stewardship	Strengthens responsible management of chemical substances across the product lifecycle
REACH Compliance	Facilitates responsible chemical substance management for applicable international markets
Product Safety Communication	Provides comprehensive Safety Data Sheets (SDS) and technical regulatory documentation
Product Stewardship	Integrates environmental, regulatory and quality considerations throughout the product lifecycle
Customer Compliance Support	Enables customers to meet evolving regulatory obligations across global markets
Regulatory Intelligence	Continuously monitors changing regulatory requirements and strengthens compliance readiness
Continuous Improvement	Enhances regulatory governance through periodic review, scientific expertise and process refinement

Product Stewardship and Responsible Chemistry (GRI 3-3, GRI 416-1, GRI 417-1)

Advancing Responsible Products Through Science, Safety and Customer Stewardship

At Alchem International Pvt. Ltd., product stewardship extends beyond regulatory compliance to encompass the responsible development, manufacture and lifecycle management of botanical Active Pharmaceutical Ingredients (APIs), phytochemical extracts and natural healthcare ingredients. As a research-driven organisation serving global pharmaceutical, nutraceutical and cosmetic industries, we integrate product quality, customer safety, regulatory science and responsible chemistry throughout the value chain.

From scientific research and product development to customer support and responsible end-of-life guidance, our stewardship approach seeks to ensure that every product is manufactured responsibly, handled safely and supplied with complete technical and regulatory transparency. By combining robust quality systems, scientific expertise and customer engagement, we continuously strengthen product integrity while supporting sustainable healthcare solutions across international markets.

Our Product Stewardship Framework





Building Quality and Safety into Every Product (GRI 416-1)

Product quality and customer safety are fundamental considerations throughout Alchem's manufacturing operations. Every botanical ingredient is developed and manufactured under established quality management systems that integrate scientific validation, Good Manufacturing Practices (GMP), rigorous quality control and documented operating procedures.

Quality assurance activities are embedded throughout the production lifecycle, beginning with raw material evaluation and extending through manufacturing, analytical testing, product release and customer delivery. These controls help ensure that products consistently meet defined quality specifications while supporting customer confidence across regulated pharmaceutical, nutraceutical and cosmetic applications.

By integrating quality, safety and operational excellence, Alchem delivers products that support responsible healthcare manufacturing while maintaining the highest standards of reliability and consistency.

Protecting Customer Health Through Responsible Product Stewardship (GRI 416-1)

Customer wellbeing remains central to Alchem's product stewardship philosophy. The Company proactively communicates product health and safety information that enables customers to handle, store, transport and utilise products responsibly throughout their intended applications.

Comprehensive product information is provided through technical documentation, Safety Data Sheets (SDS), product specifications and supporting regulatory information, allowing customers to understand product characteristics, recommended handling practices, storage conditions and applicable health and safety precautions.

Where appropriate, technical and regulatory teams work closely with customers to clarify product-specific safety requirements, supporting informed decision-making and responsible product use across global markets.

Enhancing Transparency Through Scientific Product Information (GRI 417-1)

Transparency is an essential component of responsible product stewardship. Alchem maintains comprehensive technical documentation that communicates relevant information regarding product composition, chemical and physical characteristics, handling recommendations and applicable regulatory requirements.

Where required, customers receive documentation that supports product qualification, regulatory submissions and quality assurance processes. This structured communication promotes responsible product management while enabling customers to comply with applicable market-specific regulatory expectations.

Through timely, accurate and transparent information sharing, Alchem strengthens customer confidence and facilitates responsible use of its botanical ingredients across diverse applications.

Integrating Science-Based Risk Assessment Across the Product Lifecycle (GRI 416-1, GRI 3-3)

Protecting customer health begins with understanding potential product-related risks. Alchem incorporates scientific evaluation and quality-based risk assessment into product development, process changes and ongoing manufacturing activities to identify and manage potential health and safety considerations associated with its products.

Internal review processes evaluate product quality attributes, manufacturing changes and applicable regulatory requirements, enabling potential customer health and safety risks to be identified, assessed and appropriately managed throughout the product lifecycle.

As scientific knowledge and regulatory expectations evolve, the Company continually reviews its products and manufacturing processes to maintain responsible product stewardship and support customer safety.

Enabling Safe Product Use Through Technical Partnership (GRI 416-1)

Responsible stewardship extends beyond product supply. Alchem actively supports customers through technical guidance, product information and scientific collaboration that promote the safe and effective use of its products.

Customer engagement may include:

- | | |
|---------------------------------|---|
| Technical product documentation | Product handling guidance |
| Product specifications | Storage recommendations |
| Safety Data Sheets (SDS) | Transportation information |
| Regulatory declarations | Technical support from Regulatory Affairs and Quality teams |

This collaborative approach enables customers to better understand product characteristics while supporting safe manufacturing practices across their own operations.

Maintaining Readiness Through Robust Product Response Systems (GRI 416-1)

Although stringent quality controls significantly reduce product-related risks, Alchem maintains documented procedures to respond effectively to potential product quality or safety concerns should they arise.

Established product traceability systems, complaint management processes and recall procedures enable rapid investigation and appropriate response where necessary. Internal communication protocols and cross-functional coordination help ensure timely corrective actions while protecting customers, maintaining product integrity and supporting regulatory compliance.

These preparedness measures reinforce Alchem's commitment to responsible product stewardship and customer protection throughout the product lifecycle.

Driving Responsible Innovation Through Scientific Evaluation (GRI 3-3)

Innovation at Alchem is supported by a science-based approach to responsible product development. As manufacturing technologies and scientific methodologies continue to evolve, the Company periodically evaluates new technologies, process improvements and emerging materials to understand their potential implications for product quality, customer safety and environmental performance.

Where relevant, appropriate scientific assessments are undertaken before introducing new technologies into manufacturing operations, ensuring that innovation continues to align with the Company's quality, safety and sustainability objectives.

Embedding Circularity Across the Product Lifecycle (GRI 301-3, GRI 306-2)

Product stewardship extends beyond manufacturing to encompass responsible lifecycle management. Alchem continually explores opportunities to reduce environmental impacts associated with packaging, product distribution and end-of-life management while maintaining product quality and regulatory compliance.

The Company's approach includes ongoing evaluation of:



Optimising Packaging for Resource Efficiency

Primary packaging is periodically reviewed to optimise material utilisation, reduce unnecessary packaging weight and improve overall packaging efficiency while maintaining product protection and quality throughout transportation and storage.

Promoting Responsible End-of-Life Product Management

Where appropriate, customers are provided with information supporting the safe handling, storage and disposal of products in accordance with applicable regulatory requirements and recognised environmental practices.

Improving Production Planning Through Demand Intelligence

Production planning is supported through demand forecasting and operational planning processes that help align manufacturing output with customer requirements. This systematic approach contributes to improved inventory management, minimises unnecessary production and reduces potential product obsolescence.

Collaborating to Advance Circular Value Chains

Alchem recognises the importance of collaborative approaches in advancing circular economy principles. The Company continues to engage with customers, suppliers, industry stakeholders and regulatory bodies to support responsible resource utilisation, sustainable packaging improvements and environmentally sound product lifecycle management.

Strengthening Product Stewardship Through Continuous Improvement (GRI 3-3)

Product stewardship is strengthened through continuous learning, scientific advancement and ongoing improvement of quality, regulatory and customer support systems. Lessons from customer feedback, regulatory developments, scientific research and operational experience are integrated into future improvements, enabling Alchem to enhance product performance while reinforcing customer safety, regulatory excellence and sustainable manufacturing. By embedding stewardship across every stage of the product lifecycle, Alchem continues to deliver botanical ingredients that support responsible healthcare innovation while creating long-term value for customers, society and the environment.

Product Stewardship Performance Dashboard

Strategic Focus	Contribution
Product Quality & Safety	Ensures consistent quality and customer protection throughout the product lifecycle
Customer Health & Safety	Provides technical guidance and product safety information for responsible use
Product Information	Supports transparency through SDS, specifications and regulatory documentation
Regulatory Stewardship	Enables compliance across global pharmaceutical, nutraceutical and cosmetic markets
Product Risk Assessment	Integrates scientific evaluation into product development and lifecycle management
Emergency Preparedness	Maintains traceability, complaint management and product recall readiness
Product Lifecycle Management	Promotes packaging optimisation, responsible disposal guidance and demand planning
Continuous Improvement	Strengthens product stewardship through scientific innovation and regulatory excellence

Biodiversity and Natural Resource Management

(GRI 3-3, GRI 101-2, GRI 102-2, GRI 101-4, GRI 304-1, GRI 304-2, GRI 304-3)

Conserving Nature Through Responsible Botanical Sourcing and Environmental Stewardship

Nature forms the foundation of Alchem International Pvt. Ltd.'s business. As a research-driven manufacturer of botanical Active Pharmaceutical Ingredients (APIs), phytochemical extracts and natural healthcare ingredients, the Company recognises that long-term business resilience is closely linked to the responsible management of biodiversity and natural resources. Healthy ecosystems, sustainable cultivation practices and responsible stewardship of botanical resources are essential to maintaining the quality, efficacy and continuity of plant-derived ingredients while preserving ecological balance for future generations.

Guided by its Farm-to-Pharmacy philosophy, Alchem integrates environmental responsibility across the value chain by encouraging responsible sourcing practices, promoting efficient utilisation of natural resources and supporting manufacturing processes that minimise environmental impacts. The Company's approach seeks to balance scientific innovation with conservation principles, ensuring that natural resources continue to be utilised responsibly while contributing to sustainable healthcare solutions.

Rather than viewing biodiversity as an isolated environmental issue, Alchem considers ecosystem health, resource conservation and sustainable raw material management as integral elements of responsible manufacturing and long-term value creation.

Our Biodiversity & Natural Resource Stewardship Framework



Strengthening Responsible Botanical Sourcing (GRI 3-3, GRI 304-2)

The quality of Alchem's products begins with responsibly sourced botanical raw materials. The Company places strong emphasis on sourcing practices that support the sustainable availability of medicinal plants while respecting ecological integrity and applicable regulatory requirements.

Through close engagement with suppliers and cultivation partners, Alchem encourages responsible harvesting, traceability and sustainable procurement practices that contribute to the long-term conservation of botanical resources. By promoting responsible sourcing principles, the Company aims to minimise pressure on natural ecosystems while ensuring a reliable supply of high-quality plant-based raw materials for pharmaceutical, nutraceutical and cosmetic applications.

This approach reinforces the Company's commitment to protecting biodiversity while supporting resilient and sustainable supply chains.



Promoting Sustainable Use of Natural Resources (GRI 3-3)

Efficient utilisation of natural resources is embedded within Alchem's manufacturing philosophy. The Company continually seeks opportunities to optimise the consumption of raw materials, water, energy and process inputs through improved operational efficiency and scientific process development.

Resource conservation is supported through process optimisation, preventive maintenance, responsible operational practices and continuous improvement initiatives that reduce unnecessary resource consumption while maintaining product quality and manufacturing reliability.

By integrating resource efficiency into everyday operations, Alchem contributes towards reducing environmental impacts and strengthening the sustainable use of finite natural resources.

Protecting Ecosystems Through Responsible Operations (GRI 304-2)

Alchem recognises the importance of minimising operational impacts on surrounding ecosystems. Environmental considerations are incorporated into manufacturing activities through responsible operational controls, pollution prevention measures and compliance with applicable environmental regulations.

The Company strives to minimise potential impacts on soil, water and air by maintaining robust environmental management practices that support responsible manufacturing and environmental protection. Operational reviews and environmental monitoring further help identify opportunities to strengthen environmental performance while safeguarding natural ecosystems surrounding manufacturing facilities.

This preventive approach enables Alchem to manage environmental risks responsibly while supporting biodiversity conservation.

Integrating Environmental Considerations into Manufacturing (GRI 3-3)

Sustainability considerations are integrated throughout Alchem's manufacturing processes to improve environmental performance while maintaining operational excellence. Process optimisation, responsible materials management, pollution prevention initiatives and efficient resource utilisation collectively contribute towards reducing the environmental footprint of manufacturing operations.

By continuously improving production processes and adopting responsible operational practices, the Company supports cleaner manufacturing while reducing pressure on natural resources and strengthening environmental stewardship across its facilities.

Supporting Biodiversity Through Continuous Improvement (GRI 304-3)

Alchem believes that biodiversity conservation requires continuous learning and long-term commitment. Environmental performance is periodically reviewed to identify opportunities for improving resource efficiency, strengthening responsible sourcing practices and enhancing operational sustainability.

Lessons derived from scientific research, environmental monitoring and operational reviews are integrated into continual improvement initiatives that help strengthen biodiversity stewardship and support sustainable manufacturing practices.

Through this culture of continuous improvement, Alchem aims to contribute towards the responsible use of natural resources while creating long-term environmental and business value.

Advancing Sustainable Growth in Harmony with Nature

As demand for plant-derived healthcare ingredients continues to grow, Alchem remains committed to advancing responsible manufacturing practices that protect biodiversity and promote the sustainable use of natural resources. By combining scientific innovation, responsible sourcing, environmental stewardship and operational excellence, the Company seeks to create lasting value for customers, communities and the environment while preserving the natural ecosystems upon which its business depends.





04

Social

SDG Alignment





Occupational Health and Safety

(GRI 403)

Protecting People Through a Proactive Safety Culture

At Alchem International Pvt. Ltd., protecting the health, safety and wellbeing of employees, contractors and visitors is fundamental to responsible manufacturing and operational excellence. Operating in the pharmaceutical and botanical ingredients industry requires disciplined operational practices, effective risk management and a workplace culture where safety is integrated into every activity, from research and production to warehousing and logistics.

Health and safety considerations are embedded throughout the Company's Environmental, Health and Safety (EHS) framework, enabling proactive identification of workplace hazards, implementation of preventive controls and continual improvement of safety performance. Rather than responding to incidents after they occur, Alchem focuses on anticipating risks, strengthening operational resilience and fostering shared accountability for workplace safety across all levels of the organisation.

Through leadership commitment, employee participation and continuous learning, the Company strives to create a workplace where every individual returns home safely while supporting sustainable business growth and manufacturing excellence.

Building a Robust Occupational Health & Safety Management System (GRI 403-1)

Occupational health and safety are managed through an integrated Environmental, Health and Safety (EHS) Management System that establishes a structured framework for identifying workplace hazards, managing operational risks and strengthening safety performance across manufacturing operations.

The Company's Health and Safety Policy provides the foundation for safe working practices by defining responsibilities, promoting regulatory compliance and encouraging continual improvement throughout the organisation. The management system aligns occupational health and safety objectives with operational planning, enabling safety considerations to be incorporated into everyday decision making.

Alchem maintains ISO 45001:2018 Occupational Health and Safety Management System certification, demonstrating alignment with internationally recognised standards for occupational risk management and continuous improvement. The system supports systematic planning, implementation, monitoring and review of occupational health and safety programmes while reinforcing leadership accountability and employee participation.

Safety governance is supported through defined organisational responsibilities, periodic management reviews and routine performance evaluations that strengthen compliance, operational discipline and continuous enhancement of workplace safety.

Identifying Risks Before They Become Incidents (GRI 403-2)

Preventing workplace incidents begins with understanding potential risks before work activities commence. Alchem adopts a proactive risk assessment approach that systematically identifies occupational hazards associated with manufacturing processes, laboratory operations, utilities, warehousing and supporting activities.

Health and safety risks are evaluated considering the nature of the task, equipment, workplace conditions and potential exposure to physical, chemical and operational hazards. Risk assessments are periodically reviewed to reflect operational changes, new equipment, process modifications and emerging workplace risks.

The assessment process supports the development of preventive and corrective action plans that prioritise risk elimination, engineering controls, administrative controls and safe work procedures before reliance on personal protective equipment.

Regular workplace inspections and equipment safety audits further strengthen this approach by verifying equipment integrity, identifying unsafe conditions and ensuring that corrective actions are implemented in a timely manner. Findings from inspections are incorporated into continuous improvement programmes, helping maintain safe operating conditions throughout the facility.

Embedding Safe Work Practices Across Operations (GRI 403-5)

Safe working practices are embedded into daily operations through structured operational controls, employee competency development and disciplined execution of standard operating procedures.

Comprehensive health and safety training equips employees with the knowledge required to recognise workplace hazards, follow established safety procedures and respond appropriately during routine and non-routine operations. Training programmes are tailored to operational responsibilities and include induction programmes, job-specific safety instructions, emergency response awareness, chemical safety practices and periodic refresher sessions.

Operational controls are implemented to minimise occupational exposure to hazardous substances through engineering safeguards, controlled handling procedures, appropriate ventilation systems, safe storage arrangements and the use of suitable personal protective equipment. These measures reduce potential exposure while supporting regulatory compliance and responsible workplace practices.

Where occupational noise may be present, Alchem implements preventive measures such as periodic monitoring, engineering improvements, maintenance of equipment and appropriate hearing protection to minimise employee exposure and maintain safe working conditions.

The Company also promotes ergonomic workplace practices aimed at reducing repetitive strain injuries through suitable workstation design, appropriate work methods and periodic evaluation of manual handling and repetitive tasks. Together, these initiatives contribute to safer workplaces, improved employee comfort and enhanced operational efficiency.

Prepared for Every Emergency (GRI 403-2)

Preparedness forms an essential component of Alchem's occupational health and safety framework. The Company maintains documented emergency preparedness and response procedures to ensure prompt and coordinated action during potential workplace emergencies, including fire incidents, chemical spills, medical emergencies, equipment failures and other operational events.

Emergency response plans define responsibilities, communication protocols, evacuation procedures and response actions to minimise risks to employees, contractors, neighbouring communities and the environment. Emergency equipment is strategically located and maintained to support effective response whenever required.

Periodic emergency drills are conducted to evaluate preparedness, familiarise employees with emergency procedures and strengthen organisational readiness. Lessons learned from drills are reviewed to identify improvement opportunities and enhance response effectiveness.

A structured near-miss reporting and incident investigation process enables the Company to identify root causes, implement corrective actions and prevent recurrence. This proactive approach transforms operational learning into continual safety improvements while reinforcing a culture of transparency and accountability.



Safeguarding Occupational Health & Employee Wellbeing (GRI 403-3)

Protecting employee health extends beyond workplace safety and includes promoting long-term physical and psychological wellbeing. Occupational health programmes are designed to support early identification of work-related health risks while encouraging preventive healthcare practices.

Periodic health examinations are conducted based on job roles and workplace exposures to monitor employee health and ensure fitness for assigned responsibilities. Health monitoring programmes support early detection of occupational health concerns and enable timely intervention where required.

Recognising the importance of psychological wellbeing, Alchem promotes a supportive workplace environment that encourages open communication, work-life balance and access to appropriate support mechanisms. Employee awareness programmes and workplace initiatives help strengthen resilience, reduce stress and promote overall wellbeing.

By integrating occupational health with preventive healthcare, the Company contributes to a healthier, more engaged and productive workforce.

Extending Safety Beyond Our Workforce (GRI 403-7)

Alchem believes that every individual working within its premises deserves the same level of protection, irrespective of employment status. Contractor and third-party personnel engaged in operational activities are integrated into the Company's occupational health and safety framework through structured safety management processes.

Contractors receive appropriate safety induction before commencing work and are required to comply with applicable safety procedures, permit-to-work requirements and operational controls relevant to their assigned activities. Safety expectations are communicated throughout the engagement process to ensure consistent implementation of workplace safety standards.

Regular supervision, workplace inspections and coordination between operational teams and contractors help maintain safe working environments while reinforcing shared responsibility for occupational health and safety.

Strengthening Safety Through Employee Participation (GRI 403-4)

A strong safety culture depends upon active employee involvement. Alchem encourages employees to participate in workplace safety through consultation, communication and collaborative problem-solving.

Employees are provided with accessible channels to report unsafe conditions, occupational health concerns, near misses and improvement opportunities without fear of retaliation. Feedback received through these mechanisms supports timely corrective action and strengthens organisational learning.

Safety committees facilitate regular dialogue between management and employees on workplace risks, incident trends, preventive measures and improvement initiatives. Employee participation in safety meetings, awareness programmes and workplace inspections helps integrate practical operational experience into health and safety decision-making.

This collaborative approach reinforces shared accountability and supports the continuous development of a proactive safety culture throughout the organisation.

Advancing a Culture of Continuous Safety Improvement

Occupational health and safety at Alchem is viewed as an evolving journey of continuous improvement rather than a static compliance requirement. Findings from workplace inspections, risk assessments, incident investigations, employee feedback and management reviews are systematically incorporated into operational improvements, helping strengthen workplace safety and organisational resilience.

By integrating proactive risk management, employee participation, leadership commitment and international management system practices, Alchem continues to build a resilient safety culture that protects people, supports operational excellence and contributes to sustainable manufacturing across its operations.

Measuring Safety Performance (GRI 403-9)

Alchem monitors occupational health and safety performance through defined indicators that support effective decision-making and continual improvement. Safety performance is periodically reviewed by management to evaluate operational effectiveness, identify emerging trends and strengthen preventive actions across the organisation.

Occupational Health & Safety Performance Highlights

Performance Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Work-related Incidents	Number	0	0	0
Work-related Fatalities	Number	0	0	0
Lost Days Due to Work-related Injuries, Fatalities and Ill Health	Days	0	0	0
Health & Safety Training Delivered	Man-hours	100%	100%	100%
Lost Time Injury Frequency Rate (LTIFR)	Per million hours worked	0	0	0





Employee Wellbeing

(GRI 3-3, GRI 401-2, GRI 403-6)

Nurturing a Healthy, Inclusive and Resilient Workforce

At Alchem International Pvt. Ltd., employee wellbeing extends beyond workplace health to encompass physical wellness, mental resilience, work-life integration and fair employment practices. The Company believes that a healthy, engaged and motivated workforce is fundamental to operational excellence, innovation and sustainable business growth. By integrating preventive healthcare, employee support programmes, flexible workplace practices and equitable employment conditions within its people strategy, Alchem fosters an environment where employees are empowered to perform, develop and thrive throughout their professional journey.

Recognising that employee wellbeing is a shared responsibility, the Company continuously strengthens programmes that promote healthy lifestyles, preventive healthcare, financial security, family support and employee engagement. These initiatives are complemented by structured feedback mechanisms that enable continuous improvement while reinforcing a workplace culture founded on care, respect and mutual trust.

Employee Wellbeing Framework



Physical Health & Preventive Care (GRI 403-6)

Protecting employee health through preventive care remains an important element of Alchem's wellbeing strategy. The Company encourages a proactive approach to health management by facilitating periodic medical examinations, preventive healthcare initiatives and access to appropriate healthcare services that support the long-term wellbeing of its workforce.

Employees are supported through health benefit programmes and healthcare coverage that provide access to medical assistance for both occupational and non-occupational health needs. Preventive health initiatives, periodic awareness programmes and vaccination drives are organised, where appropriate, to strengthen disease prevention and encourage healthy lifestyle practices. These initiatives contribute to early identification of health concerns, improved employee wellbeing and reduced health-related risks across operations.

Mental Health & Emotional Wellbeing (GRI 403-6)

Alchem recognises that psychological wellbeing is an essential component of a productive and resilient workplace. The Company promotes a supportive work environment through initiatives that encourage work-life balance, open communication and employee engagement while helping employees effectively manage workplace stress.

Awareness programmes, employee interactions and supportive management practices foster a culture where wellbeing concerns can be discussed openly and addressed with sensitivity. By promoting a positive work environment founded on respect, collaboration and inclusivity, Alchem seeks to strengthen employee resilience, enhance workplace morale and contribute to sustained organisational performance.

Work-Life Integration (GRI 401-2)

Alchem strives to create a workplace that enables employees to successfully balance their professional responsibilities with personal and family commitments. The Company supports work-life integration through family-friendly policies, flexible workplace practices, statutory leave provisions and employee-centric benefits that contribute to long-term wellbeing.

Maternity and paternity benefits are provided in accordance with applicable legal requirements, while leave provisions and flexible work arrangements, wherever operationally feasible, support employees during important stages of their personal and family lives. These initiatives reinforce an inclusive workplace culture that values employee wellbeing while promoting higher engagement, retention and productivity.

Employee Benefits & Healthcare Coverage (GRI 401-2)

Alchem provides a comprehensive range of employee benefits designed to strengthen financial security, healthcare access and overall quality of life. Employee benefit programmes are structured in accordance with applicable statutory requirements and organisational policies, ensuring that employees receive equitable support throughout their employment lifecycle.

Healthcare coverage, insurance benefits and employee welfare programmes contribute to improved health security while supporting employees and their families during medical needs. Through a holistic benefits framework, the Company continues to enhance employee wellbeing while reinforcing its commitment to responsible employment practices.

Wellness Promotion & Healthy Lifestyle (GRI 403-6)

The Company actively promotes healthy lifestyle practices that encourage employees to adopt positive health behaviours both inside and outside the workplace. Wellness initiatives are designed to strengthen physical fitness, nutritional awareness and overall employee wellbeing while creating a culture that values preventive healthcare.

Health awareness campaigns, wellness programmes, nutrition-focused initiatives, fitness activities and vaccination campaigns are organised periodically to encourage employee participation and build greater awareness of healthy living. These programmes support improved physical wellbeing while contributing to a healthier, more engaged workforce.

Fair Working Conditions (GRI 401-2)

Alchem believes that employee wellbeing is closely linked to fair, transparent and responsible employment practices. The Company maintains systems to monitor working hours and overtime in accordance with applicable legal requirements and internal policies, promoting appropriate workload management while safeguarding employee health and work-life balance.

Employees receive compensation for overtime and other eligible working arrangements in accordance with applicable laws and organisational policies. The Company also periodically reviews remuneration practices to ensure wage adequacy, competitiveness and alignment with regulatory requirements and prevailing industry practices. Transparent communication regarding remuneration structures, employee benefits and compensation processes enables employees to clearly understand their total reward framework while fostering trust and fairness across the organisation.



Employee Voice & Continuous Improvement (GRI 2-25, GRI 2-26)

Employee feedback plays an important role in continuously strengthening Alchem's wellbeing initiatives and workplace culture. The Company encourages open communication through structured employee engagement mechanisms that enable employees to share feedback, raise workplace concerns and contribute suggestions for continuous improvement.

Employee satisfaction surveys, periodic workforce interactions and, where appropriate, independent employee feedback assessments help the Company understand employee expectations and identify opportunities for enhancement. Employees also have access to established grievance mechanisms through which concerns relating to working conditions, remuneration, workplace practices and employee welfare can be raised confidentially and without fear of retaliation. Feedback received through these channels supports continual improvement of employee wellbeing programmes while reinforcing a transparent, respectful and people-centric workplace culture.

Working Conditions Performance Highlights

Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Total Hours Worked	Manhours	1152000	1152000	1152000
Average Training Hours per Employee*	Hours/Employee	2	2	2



Learning and Development

(GRI 3-3, GRI 404-1, GRI 404-2, GRI 404-3)

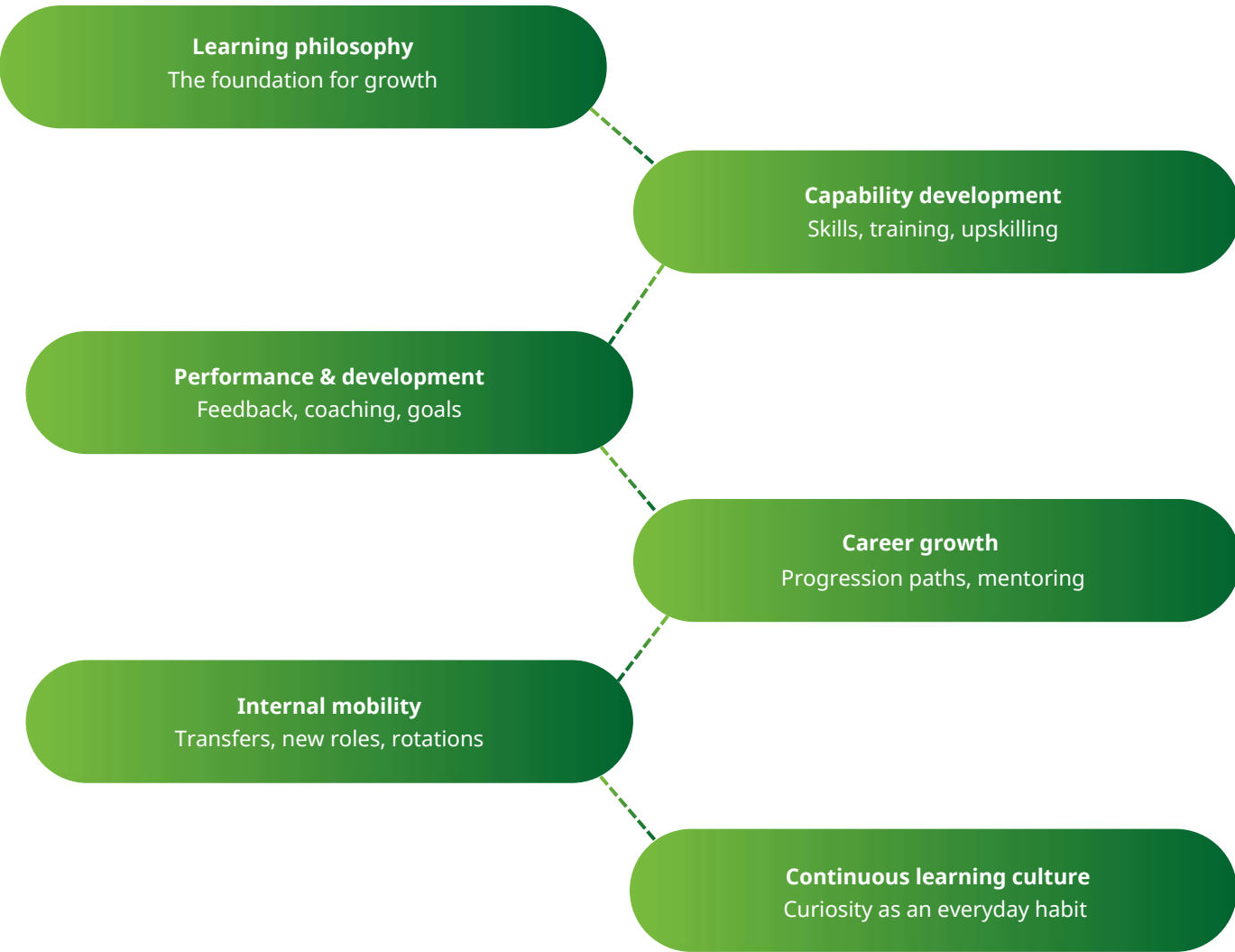
Developing Future-Ready Talent Through Continuous Learning

At Alchem International Pvt. Ltd., people are the driving force behind innovation, operational excellence and sustainable business growth. As a research-driven organisation operating in the pharmaceutical and botanical healthcare sector, the Company recognises that continuous learning is essential for strengthening technical expertise, enhancing operational capabilities and preparing employees for future opportunities. Learning and development therefore extends beyond skill enhancement to become an integral part of Alchem's talent management philosophy, supporting employees throughout every stage of their professional journey.

The Company's approach to learning is centred on building technical competence, encouraging continuous improvement and enabling long-term career development. Through structured capability-building programmes, performance development processes and career advancement opportunities, Alchem seeks to cultivate a workforce that is agile, knowledgeable and equipped to respond to evolving business and industry requirements.

Learning initiatives are aligned with organisational priorities while supporting individual aspirations, enabling employees to continuously expand their expertise, strengthen professional competencies and contribute meaningfully to business success.

Learning & Talent Development Framework





Building Technical Excellence Through Continuous Capability Development (GRI 404-2)

Continuous capability development forms the foundation of Alchem's learning strategy. The Company provides employees with structured learning opportunities that strengthen technical knowledge, functional expertise and professional competencies required across manufacturing, research, quality, engineering, regulatory affairs, commercial functions and corporate operations.

Learning programmes are designed to support employees throughout their careers by enhancing role-specific capabilities, strengthening cross-functional knowledge and preparing employees for future responsibilities. Depending on business requirements, learning may be delivered through classroom sessions, on-the-job coaching, technical workshops, expert-led knowledge sharing, digital learning platforms and practical operational exposure.

The Company's learning approach focuses on:

-  Technical and functional competency development
-  Regulatory and quality awareness
-  Role-specific professional training
-  Leadership and behavioural capability development
-  Process and operational excellence
-  Continuous professional skill enhancement

By fostering continuous capability building, Alchem strengthens organisational resilience while supporting employee growth and long-term business competitiveness.

Driving Performance Through Continuous Development Conversations (GRI 404-3)

Performance management at Alchem is designed to support continuous learning rather than periodic evaluation alone. Employees participate in structured performance review processes that provide regular opportunities to assess achievements, identify development needs and align individual objectives with organisational priorities.

Performance discussions encourage constructive feedback between managers and employees, enabling recognition of strengths while identifying opportunities for further capability enhancement. These reviews support informed development planning, improve role effectiveness and create a strong foundation for future career progression.

Through continuous performance dialogue, Alchem promotes a culture of accountability, learning and continuous improvement while ensuring employees receive the guidance and support required for sustained professional growth.

Enabling Individual Career Growth (GRI 404-2, GRI 404-3)

Alchem believes that career development should be guided by individual potential, organisational needs and continuous learning. Employees are encouraged to actively participate in their professional development through structured career discussions and personalised development planning.

Career development focuses on identifying employees' strengths, future aspirations and competency gaps while establishing clear development priorities and learning pathways. Individual development planning supports both short-term capability enhancement and long-term career progression, enabling employees to continuously expand their expertise and prepare for broader responsibilities within the organisation.

This structured approach helps create meaningful career opportunities while strengthening employee engagement, succession readiness and long-term talent retention.

Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Total Hours WorkedPercentage of employees receiving regular performance and career development reviews	%	100%	100%	100%

Creating Opportunities Through Internal Career Mobility (GRI 404-2)

Alchem recognises that developing talent from within strengthens organisational capability while providing employees with diverse career opportunities. The Company encourages internal mobility by providing employees with opportunities to grow across functions, responsibilities and business areas based on organisational requirements, performance and demonstrated capabilities.

Internal career progression may include promotions, cross-functional assignments, expanded responsibilities, knowledge-sharing opportunities and role transitions that broaden professional experience while supporting business continuity.

By encouraging internal career mobility, Alchem enhances employee engagement, retains institutional knowledge and builds a resilient talent pipeline capable of supporting future organisational growth.

Fostering a Culture of Lifelong Learning (GRI 3-3, GRI 404-2)

Learning at Alchem extends beyond formal training programmes and is embedded within everyday operations. The Company encourages employees to continuously acquire new knowledge, share expertise and embrace innovation as part of their professional responsibilities.

Knowledge sharing, collaborative problem solving, operational learning, scientific innovation and continuous process improvement collectively contribute to an organisational culture where learning becomes an ongoing journey rather than a one-time activity. This culture enables employees to remain adaptable in a rapidly evolving business environment while supporting operational excellence and sustainable business performance.

Through continuous investment in people and capability development, Alchem is building a future-ready workforce equipped to deliver innovation, quality and long-term value creation.

Learning & Development Highlights

Strategic Focus	Our Approach
Capability Development	Strengthening technical, functional and professional competencies.
Skills Enhancement	Continuous learning to build future-ready capabilities.
Performance Development	Regular performance reviews support growth and development.
Career Growth	Individual development planning enables long-term career progression.
Internal Mobility	Internal opportunities encourage cross-functional career advancement.
Learning Culture	Continuous learning and knowledge sharing drive organisational excellence.



Learning & Development Performance Highlights

Learning & Development KPIs	FY 2023-24	FY 2024-25	FY 2025-26
Average Training Hours per Employee (Hours)	2	2	2
Employees Covered under Performance Reviews (%)	100%	100%	100%
Employees with Individual Development Plans (IDPs) (%)	100%	100%	100%
Employees Receiving Skills Development Training (%)	100%	100%	100%
Internal Promotions & Career Progression (%)	100%	100%	100%
Employees Benefiting from Internal Mobility (%)	100%	100%	100%



Diversity, Equity and Inclusion

(GRI 3-3, GRI 405, GRI 406)

Building an Inclusive Workplace Where Everyone Can Thrive

At Alchem International Pvt. Ltd., diversity, equity and inclusion are fundamental to building a workplace where people are respected, valued and empowered to contribute to their fullest potential. The Company is committed to providing equal employment opportunities, fostering an inclusive culture and maintaining a work environment free from discrimination, harassment and unfair treatment.

Guided by principles of fairness, dignity and mutual respect, Alchem integrates diversity and inclusion across the employee lifecycle, from recruitment and career development to leadership opportunities, workplace conduct and employee engagement. Through transparent people practices, equitable employment policies and continuous awareness initiatives, the Company seeks to create a workplace where individuals are recognised solely on the basis of merit, capability and performance.

Diversity, Equity & Inclusion Framework



Inclusive Recruitment

(GRI 2-24, GRI 405-1)

Alchem is committed to attracting talent through fair, transparent and merit-based recruitment processes that provide equal opportunities to all qualified candidates. Recruitment decisions are based on competence, experience and role requirements without discrimination on the basis of gender, age, disability, religion, ethnicity or other legally protected characteristics. Recruitment practices are designed to minimise unconscious bias while promoting fairness, objectivity and equal access to employment opportunities. This approach enables the Company to strengthen workforce diversity while ensuring that hiring decisions remain consistent with responsible employment practices.

Equal Employment Opportunities

(GRI 405-1)

Alchem promotes an inclusive workplace where every employee is provided equal opportunities to contribute, grow and succeed. Employment practices are guided by principles of fairness, non-discrimination and equal treatment, ensuring that workplace decisions are based on performance, competence and professional capability. The Company continues to foster a culture of respect, collaboration and inclusion that encourages employees from diverse backgrounds to participate fully in organisational growth while strengthening workforce diversity across all levels.



Career Growth & Pay Equity (GRI 405-2)

Alchem believes that equitable career development is essential to building a high-performing and inclusive organisation. Professional development, performance evaluations and advancement opportunities are guided by transparent processes that promote fairness and equal access to career progression.

The Company is committed to the principle of equal pay for equal work and seeks to maintain remuneration practices that are equitable, competitive and free from discrimination. Compensation decisions are based on objective criteria including role responsibilities, qualifications, experience, performance and market considerations, reinforcing fairness and consistency across the organisation.

Respectful Workplace (GRI 406-1, GRI 2-24)

Maintaining a workplace founded on dignity, respect and professional conduct is central to Alchem's organisational culture. The Company promotes awareness of appropriate workplace behaviour through regular employee sensitisation programmes covering diversity, inclusion, anti-discrimination, prevention of harassment and ethical conduct. Policies and internal procedures support a zero-tolerance approach towards discrimination, harassment and any form of inappropriate workplace behaviour. Employees are expected to uphold these standards while contributing to a respectful, collaborative and inclusive work environment that values diversity and mutual respect. Where applicable, employee rights relating to dignity, equal treatment and workplace conduct are further supported through established employee consultation mechanisms and applicable collective agreements.

Speak-Up, Grievance & Fair Resolution (GRI 2-25, GRI 2-26)

Alchem International Pvt. Ltd. maintains a structured Speak-Up and Grievance Mechanism that enables employees, contract workers, supplier workers and other relevant stakeholders to confidentially report concerns relating to workplace conduct, discrimination, harassment, working conditions, human rights, child labour, forced labour, human trafficking and other ethical matters. The mechanism is built on three core principles: accessibility, confidentiality and non-retaliation. Reporting channels are communicated through employee induction, the Code of Conduct, supplier engagement and other awareness programmes, ensuring they remain accessible to all stakeholders, including those who may face linguistic, geographical or other barriers. Individuals raising concerns in good faith are protected against retaliation, while strict confidentiality is maintained throughout the grievance process.

All reported concerns are acknowledged, independently reviewed and resolved through established procedures, with appropriate corrective and preventive actions implemented where necessary. Periodic analysis of grievance trends supports continual improvement of workplace practices, strengthens responsible business conduct and reinforces Alchem's commitment to a fair, respectful and inclusive workplace across its operations and value chain.

Supporting Rights-Holders Through Fair Remediation (GRI 2-25, GRI 2-26)

Alchem International Pvt. Ltd. is committed to addressing any confirmed instances of child labour, forced labour or human trafficking through a structured remediation approach that prioritises the protection, wellbeing and rights of affected individuals. The Company maintains established procedures to ensure that concerns are assessed promptly and that appropriate remedial measures are implemented in line with applicable legal requirements and internationally recognised human rights principles. Remedial actions are designed to be proportionate to the nature and severity of the identified issue, ensuring that affected individuals receive appropriate support while addressing the root cause of the incident. The remediation process is conducted with transparency, maintaining clear communication with relevant stakeholders wherever appropriate, while safeguarding confidentiality and individual dignity.

To strengthen long-term effectiveness, Alchem periodically monitors the implementation and outcomes of corrective and remedial actions, evaluates their effectiveness and integrates lessons learned into its human rights due diligence, internal controls and responsible business practices. This approach reinforces the Company's commitment to preventing recurrence and upholding ethical labour practices across its operations and value chain.

Inclusive Culture & Accessibility (GRI 3-3, GRI 405-1)

Beyond policy compliance, Alchem strives to cultivate an organisational culture where diversity is recognised as a source of innovation, collaboration and long-term business success. Employee awareness programmes help strengthen understanding of diversity, equity and inclusion while encouraging respectful workplace interactions and inclusive behaviours.

The Company also supports the inclusion of persons with disabilities by promoting equal employment opportunities and working towards an accessible workplace environment, wherever appropriate. Employee engagement initiatives and collaborative workplace practices further strengthen inclusion, encourage participation and contribute to a culture where every employee feels valued, respected and empowered.

Diversity, Equity & Inclusion Performance Highlights

DEI KPI	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Complaints of Sexual Harassment Reported	No.	0	0	0
Internal Discrimination Complaints Reported	No.	0	0	0
Workforce Trained on Discrimination & Harassment	%	100	100	100
Women Representation in Total Workforce	%	2	2	2
Women Representation in Senior Management	%	75	75	75
Women Representation on the Board	%	75	75	75
Employees from Underrepresented or Marginalised Groups	%	0	0	0
Unadjusted Gender Pay Gap (Women to Men)	%	0	0	0

Diversity, Equity & Inclusion Highlights



Inclusive Hiring

Merit - based recruitment ensures fair and equal opportunities.



Equal Opportunity

Employment and career growth are guided by fairness and inclusion



Pay equity

Equal pay practices support fair and objective remuneration.



Respectful Workplace

Awareness and workplace standards promote dignity and zero tolerance for harassment



Speak-up and fair resolution

Confidential grievance chaneels ensure fair, impartial and non-retaliatory resolution.



Inclusive Culture

Awareness and accessibility initiatives foster a diverse and inclusive workplace



Human Rights & Labour Practices

(GRI 202, GRI 401, GRI 404, GRI 406, GRI 408, GRI 409)

Alchem International Pvt. Ltd. is committed to fostering fair, responsible and respectful employment practices while upholding human rights across its workforce. The Company's approach integrates responsible employment conditions, human rights due diligence, ethical recruitment, employee representation and constructive workforce dialogue.

Fair & Responsible Employment

Working Hours & Overtime Management (GRI 401-2)

Alchem International Pvt. Ltd. maintains processes to monitor employee working hours and overtime through appropriate time-recording and attendance mechanisms. Regular monitoring helps identify instances of extended or irregular working hours and supports timely management of overtime in accordance with applicable requirements and internal policies.

Fair & Adequate Remuneration (GRI 202-1)

Alchem seeks to ensure that employee remuneration remains fair and appropriate to the roles and responsibilities performed. Wage levels are reviewed through established processes, taking into consideration applicable statutory requirements, prevailing economic conditions, industry practices and relevant remuneration benchmarks, where appropriate. These practices support equitable compensation while considering factors beyond statutory minimum wage requirements.

Equal Opportunity in Career Development (GRI 404-3)

Alchem is committed to providing employees with equitable opportunities for professional development, career progression and advancement. Recruitment, performance, promotion and development processes are designed to support merit-based and non-discriminatory decision-making. The Company promotes awareness among relevant personnel to help ensure that employees have fair access to development and career opportunities.

Preventing Workplace Harassment (GRI 406-1)

Alchem promotes a respectful workplace through preventive measures designed to identify, address and reduce the risk of workplace harassment. The Company maintains appropriate processes for monitoring workplace conduct and reinforcing expectations around respectful behaviour. Awareness initiatives, internal oversight and open channels for raising concerns support a workplace culture based on dignity, respect and zero tolerance for harassment.

Responsible Employment Framework



Human Rights Due Diligence & Responsible Recruitment

Alchem International Pvt. Ltd. is committed to preventing and addressing human rights risks associated with child labour, forced labour and human trafficking. The Company's approach focuses on identifying potential risks, strengthening preventive controls and promoting responsible recruitment practices across its workforce and relevant recruitment channels.

Human Rights Risk Assessment (GRI 409-1)

Alchem International Pvt. Ltd. is committed to preventing and addressing human rights risks associated with child labour, forced labour and human trafficking. The Company's approach focuses on identifying potential risks, strengthening preventive controls and promoting responsible recruitment practices across its workforce and relevant recruitment channels.

Monitoring & Control Effectiveness (GRI 409-1)

Alchem monitors relevant internal controls and preventive measures to identify and mitigate risks associated with child labour, forced labour and human trafficking. Periodic reviews, internal checks and, where applicable, audits help assess the effectiveness of controls and support timely corrective action where potential risks are identified.

Stakeholder Engagement on Human Rights (GRI 409-1)

Alchem encourages engagement with relevant stakeholders and potentially affected groups to better understand and address human rights risks. Such engagement supports the identification of vulnerabilities and informs measures to prevent and mitigate risks associated with child labour, forced labour and human trafficking.

Age Verification & Responsible Hiring (GRI 408-1)

Alchem maintains recruitment controls to verify the age and eligibility of candidates before employment, helping prevent the recruitment of underage workers. Appropriate documentation and verification processes support compliance with applicable minimum-age requirements and reinforce the Company's commitment to responsible hiring practices.

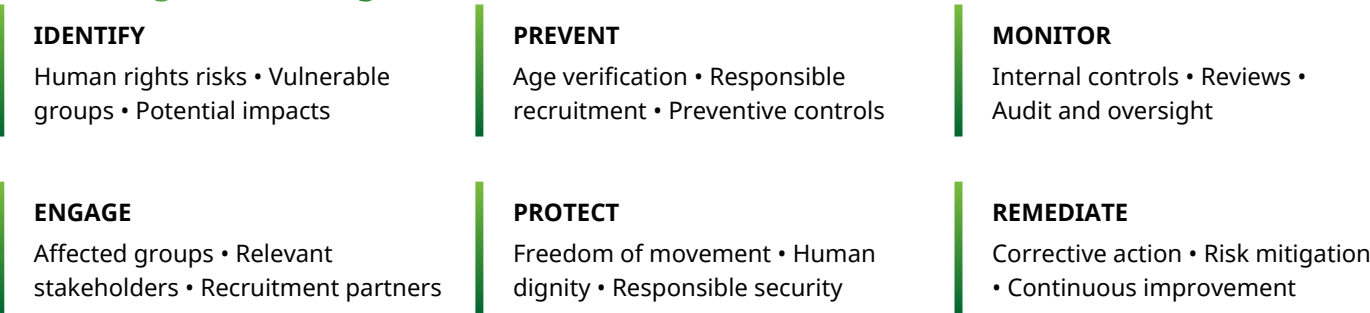
Responsible Recruitment Partner Due Diligence (GRI 409-1)

Where recruitment agencies or other hiring partners are engaged, Alchem applies appropriate due diligence to assess responsible recruitment practices. This includes consideration of recruitment processes, worker contracts, potential recruitment fees, deceptive practices and other vulnerabilities that could contribute to exploitative employment conditions. Relevant recruitment partners are expected to operate in accordance with applicable legal and ethical requirements.

Freedom, Dignity & Responsible Security Practices (GRI 409-1)

Alchem respects employees' freedom of movement and personal dignity and seeks to prevent excessive use of force or inappropriate restrictions by security personnel. Appropriate expectations and controls are established for security practices, with emphasis on lawful, proportionate and respectful conduct when interacting with employees and other individuals at Company premises.

Human Rights Due Diligence Framework





Collective Bargaining & Workforce Dialogue

(GRI 2-30)

Alchem International Pvt. Ltd. recognises the importance of constructive dialogue between management and employees. Through employee representatives, the Company supports collective consultation on key employment conditions, workplace safety, remuneration and fair treatment. Where applicable, such arrangements are documented through written agreements concluded with recognised employee representatives and implemented in accordance with applicable laws and regulations.

Safe & Healthy Workplaces

Alchem engages with employee representatives on matters concerning workplace health and safety, including safe working conditions, preventive measures, employee responsibilities and mechanisms for addressing workplace safety concerns. Such provisions are documented through mutually agreed arrangements between the Company and employee representatives.

Fair Working Conditions

The Company engages with employee representatives on employment conditions relating to working hours, overtime and applicable leave provisions. Collective arrangements establish mutually agreed conditions that support fair and transparent employment practices while complying with applicable statutory requirements.

Equitable Rewards & Recognition

Alchem supports transparent and fair remuneration practices through dialogue with employee representatives, where applicable. Collective arrangements may cover wage structures, applicable revisions and other remuneration-related conditions, with agreed terms documented between the Company and recognised employee representatives.

Respect, Dignity & Equal Treatment

The Company promotes a workplace based on dignity, respect and equal treatment. Through collective dialogue, employee representatives may participate in discussions concerning non-discrimination, prevention of harassment and fair treatment at work. Agreed provisions are documented and implemented in accordance with applicable laws and workplace policies.

Collective Bargaining Framework

REPRESENTATION & DIALOGUE

Employee representatives •
Management engagement •
Consultation

SAFE & HEALTHY WORKPLACES

Health & safety • Prevention •
Workplace concerns

FAIR WORKING CONDITIONS

Working hours • Overtime •
Leave

EQUITABLE REWARDS

Wages • Remuneration • Agreed
terms

RESPECT & EQUALITY

Non-discrimination • Anti-
harassment • Equal treatment

ACCOUNTABLE AGREEMENTS

Written terms • Legal compliance
• Implementation





People Experience & Wellbeing

(GRI 401)

Alchem International Pvt. Ltd. is committed to fostering an inclusive, supportive and people-centric workplace where employees can perform effectively, develop professionally and maintain a healthy balance between their personal and professional responsibilities. The Company's people practices focus on employee wellbeing, work-life balance, flexibility, inclusion and a strong sense of belonging.

Work-Life Balance & Family Support (GRI 401-3)

Alchem promotes practices that support employees in managing professional responsibilities alongside personal and family commitments. Applicable parental and other care leave provisions enable employees to address caregiving responsibilities while remaining supported throughout their employment journey.

The Company recognises that caregiving responsibilities may extend beyond parenting to include the care of elderly family members and other dependents. Its employee-focused practices seek to create an enabling environment that supports employees across different stages of life.

Flexible Work Practices

Where feasible and aligned with business and role requirements, Alchem supports flexible work arrangements that enable employees to better manage their professional and personal commitments. Such arrangements may include flexible working hours, variable work schedules and other appropriate forms of workplace flexibility.

These practices are intended to support employee wellbeing while maintaining business continuity, productivity and effective collaboration.

Healthcare & Employee Wellbeing (GRI 401-2)

Employee health and wellbeing form an important part of Alchem's people practices. The Company provides applicable healthcare and medical benefits to support employees and, where relevant, their dependents in accessing necessary medical care.

These provisions contribute to employee wellbeing and provide an important layer of support for employees and their families.

Employee Support & Inclusion

Alchem seeks to foster a workplace where employees feel valued, respected and connected. Employee support initiatives and groups provide opportunities for employees to build connections, share experiences and access peer support around common workplace and personal needs.

These initiatives contribute to an inclusive workplace culture by strengthening collaboration, belonging and mutual support, particularly for employees who may benefit from additional workplace support.

Employee Voice & Continuous Engagement

Alchem's people practices are supported by ongoing employee engagement and dialogue. The Company seeks to understand employee needs and create an environment that encourages participation, inclusion and continuous improvement.

Together, these practices reinforce Alchem's commitment to creating a workplace where employees can belong, contribute, grow and thrive.

People Experience Framework

LISTEN

Employee needs • Feedback • Workplace dialogue

SUPPORT

Healthcare • Family support • Employee welfare

ENABLE

Flexible work • Work-life balance • Workplace flexibility

CONNECT

Peer support • Inclusion • Sense of belonging

THRIVE

Employee wellbeing • Participation • Continuous improvement





Community Development and CSR Initiatives

(GRI 3-3, GRI 203-1, GRI 203-2, GRI 413-1)

At Alchem International Pvt. Ltd., creating sustainable value extends beyond business operations to supporting the well-being and resilience of the communities in which the Company operates. Guided by its commitment to responsible corporate citizenship, Alchem seeks to contribute to inclusive social development by supporting initiatives that promote education, healthcare, environmental stewardship and community well-being.

The Company's approach to community development is founded on long-term partnerships, stakeholder engagement and responsible investment in programmes that address local priorities while creating meaningful and lasting social impact. By collaborating with communities, implementation partners and other stakeholders, Alchem strives to strengthen livelihoods, enhance quality of life and contribute to sustainable development in a responsible and transparent manner.

Community initiatives are implemented in alignment with the Company's values of integrity, responsibility and continuous improvement, ensuring that social investments generate positive outcomes for both communities and the organisation.

Community Development Framework



Strengthening Communities Through Responsible Social Investment (GRI 3-3)

Alchem adopts a structured approach to community development that focuses on creating long-term value through responsible social investment. Community initiatives are identified by understanding local priorities and are implemented in a manner that supports sustainable development while complementing the Company's broader environmental, social and governance commitments.

The Company seeks to create positive and measurable outcomes by investing in programmes that improve community well-being, encourage social inclusion and contribute to local development. Through a balanced approach that integrates social responsibility with business values, Alchem aims to foster lasting relationships with neighbouring communities and contribute meaningfully to their long-term progress.

Building Partnerships for Sustainable Community Impact (GRI 413-1)

Meaningful stakeholder engagement is central to Alchem's community development approach. The Company believes that sustainable outcomes are best achieved through collaboration with local communities, implementation partners, educational institutions, healthcare organisations and relevant government bodies.

Regular dialogue with stakeholders helps identify community priorities, understand emerging needs and strengthen the effectiveness of development initiatives. These partnerships enable Alchem to implement programmes that are locally relevant, socially inclusive and responsive to the expectations of the communities it serves.

Advancing Education and Livelihood Opportunities (GRI 203-2, GRI 413-1)

Education and capacity building play an important role in strengthening long-term community resilience. Alchem supports initiatives that contribute to educational advancement, knowledge sharing and skill development, recognising that education is fundamental to improving livelihoods and creating future opportunities.

The Company seeks to encourage learning, strengthen employability and support community development through initiatives that enhance individual capabilities while contributing to broader socio-economic progress.

Promoting Community Health and Well-being (GRI 413-1)

As a healthcare-focused organisation, Alchem recognises the importance of supporting healthier communities. Community health initiatives are directed towards improving awareness, encouraging preventive healthcare practices and enhancing access to health-related programmes wherever feasible.

By supporting health and wellness initiatives, the Company seeks to contribute to improved quality of life while reinforcing its commitment to responsible corporate citizenship and sustainable social development.

Supporting Environmental Stewardship Beyond Operations (GRI 203-1, GRI 413-1)

Environmental responsibility extends beyond Alchem's operational boundaries. The Company supports initiatives that promote environmental awareness, conservation of natural resources and responsible environmental practices within neighbouring communities.

Through environmental education and community participation, Alchem encourages responsible resource management while contributing to broader environmental sustainability objectives and fostering greater environmental awareness among stakeholders.





Measuring Impact Through Continuous Improvement (GRI 3-3)

Alchem believes that the effectiveness of community investment is strengthened through continuous evaluation and learning. Community programmes are periodically reviewed to assess their relevance, effectiveness and contribution towards intended social outcomes.

Insights gained through stakeholder engagement and programme reviews support continuous improvement, enabling the Company to enhance the quality, reach and long-term sustainability of its community development initiatives while creating shared value for society.

Community Development Highlights

Strategic Focus	Our Approach
Community Partnerships	Collaborating with local stakeholders to deliver sustainable development initiatives
Education & Livelihood	Supporting education, skill development and community capacity building
Health & Well-being	Promoting preventive healthcare and community wellness initiatives
Environmental Stewardship	Encouraging environmental awareness and responsible resource conservation
Impact Measurement	Evaluating programme outcomes to strengthen long-term community value

Community Development Performance Highlights

Community Development KPIs	FY 2025-26
CSR Expenditure (₹ Lakhs)	
Community Development Programmes Supported	
Community Beneficiaries Reached	
Education & Skill Development Initiatives	
Community Health & Wellness Programmes	
Environmental Awareness / Conservation Initiatives	
Employee Volunteering Hours	

Advancing Sustainable Community Partnerships

Alchem International Pvt. Ltd. remains committed to strengthening its contribution to inclusive and sustainable community development by fostering collaborative partnerships, responsible social investments and continuous stakeholder engagement. As the Company continues to grow, it will further integrate community priorities into its sustainability journey, creating long-term shared value while contributing positively to social well-being, environmental stewardship and resilient communities. Through a culture of responsibility and continuous improvement, Alchem aims to generate meaningful and lasting impact for present and future generations.

Human Capital performance:

Human Capital performance	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Employees Covered by Living Wage Assessment	%	100	100	100
Employees Below Living Wage	%	0	0	0
Workforce Below Living Wage	%	0	0	0
Living Wage Gap	%	0	0	0
Minority & Vulnerable Group Representation in Top Management	%	0	0	0
Human Rights Impacts on External Stakeholders	No. / %	0	0	0

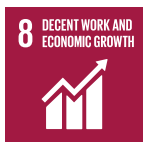




05

Supply Chain

SDG Alignment





Responsible Supply Chain Management

(GRI 204, GRI 308, GRI 414)

Alchem International is committed to building a responsible, resilient and sustainable supply chain by integrating environmental, social and ethical considerations into supplier selection, engagement and performance management. The Company expects its suppliers and business partners to uphold responsible business practices, comply with applicable laws and regulations, and actively manage potential social and environmental impacts associated with their operations.

The Company's approach extends beyond procurement efficiency to promote responsible sourcing, supplier accountability and continuous improvement across the value chain. Sustainability considerations are incorporated into supplier engagement through defined expectations, contractual requirements, procurement practices, capability building and supplier performance evaluation.

Supplier Sustainability Expectations (GRI 308-1, GRI 414-1)

Alchem communicates its expectations for responsible business conduct to suppliers through its supplier engagement and procurement processes. Suppliers are expected to maintain appropriate standards relating to ethical business conduct, labour and human rights, occupational health and safety, environmental responsibility, regulatory compliance and responsible business practices.

These expectations provide a common foundation for supplier relationships and encourage business partners to identify, prevent and mitigate potential adverse impacts arising from their operations and supply activities. Sustainability considerations are progressively integrated into supplier evaluation and engagement to strengthen accountability throughout the supply chain.

Sustainability Requirements in Supplier Contracts (GRI 308-1, GRI 414-1)

Sustainability expectations are incorporated into relevant supplier and business contracts, enabling Alchem to establish clear responsibilities and expectations with its supply partners. Where applicable, contractual provisions address areas such as compliance with environmental and social requirements, ethical business conduct, labour and human rights, occupational health and safety, and adherence to applicable laws and regulations.

These provisions strengthen supplier accountability and support the Company's approach to managing sustainability-related risks across the value chain. Non-compliance with applicable contractual requirements may result in appropriate corrective actions in accordance with the terms and conditions of the respective engagement.

Building Sustainable Procurement Capability (GRI 204-1)

Alchem recognises that responsible sourcing depends on the ability of procurement teams to identify and manage sustainability considerations throughout the supplier lifecycle. Procurement personnel are therefore encouraged to strengthen their understanding of environmental and social issues relevant to sourcing decisions, supplier risks and responsible procurement practices.

Training and awareness initiatives support procurement professionals in incorporating sustainability considerations into supplier interactions, evaluation and decision-making, while reinforcing the importance of responsible and risk-informed purchasing practices.

Sustainable Procurement & Responsible Sourcing Policy

Alchem's Ethical & Sustainable Supply Chain Policy formalises the Company's commitment to integrating sustainability into every procurement decision. The policy is guided by core principles of responsible business conduct, environmental stewardship, respect for human rights, sustainable value creation, supplier collaboration, transparency and accountability, and a risk-based approach to supply chain management. It sets clear, measurable targets across supplier sustainability, environmental performance, labour standards, ethical conduct, climate action, and circular economy practices, with a baseline year of FY 2023-24 and target year of FY 2030-31. The policy is reviewed annually to remain aligned with evolving regulations, stakeholder expectations, and emerging supply chain risks.

Integrating Sustainability into Buyer Performance (GRI 308-1, GRI 414-1)

Sustainability considerations are progressively incorporated into supplier management and procurement performance evaluation. Procurement professionals are encouraged to consider supplier compliance, responsible business practices, sustainability performance and the management of identified risks as part of supplier-related decision-making.

This approach helps align procurement objectives with Alchem's broader sustainability priorities and encourages buyers to consider long-term value creation, supplier responsibility and sustainability performance alongside conventional procurement parameters such as quality, cost, reliability and delivery.

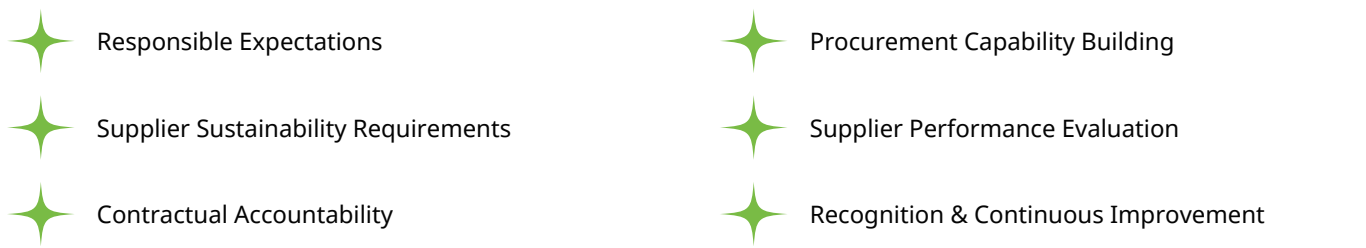
Inclusive and Responsible Supplier Engagement (GRI 204-1, GRI 308-1, GRI 414-1)

Alchem seeks to promote a fair, transparent and responsible supplier ecosystem by providing opportunities for suppliers to demonstrate and improve their sustainability performance. Supplier engagement considers relevant environmental, social and ethical factors and encourages continuous improvement rather than focusing solely on transactional performance.

Suppliers demonstrating strong performance and commitment to responsible business practices may receive recognition from Alchem through supplier awards and certificates. Such recognition serves to acknowledge supplier contributions, encourage continued improvement and promote responsible practices across the supply chain.

High-performing suppliers may also be considered favourably within supplier engagement and sourcing processes, where appropriate, based on applicable procurement criteria. Through these practices, Alchem aims to create a supply chain culture in which sustainability performance is recognised as an important component of long-term supplier relationships.

Responsible Supply Chain Approach



This integrated approach enables Alchem to move beyond compliance-driven procurement towards a responsible, accountable and sustainability-oriented supply chain, strengthening supplier relationships while supporting environmental stewardship, social responsibility and ethical business conduct across the value chain.

Supplier Code of Conduct

All strategic suppliers are required to acknowledge and comply with Alchem's Supplier Code of Conduct as a condition of continued engagement. The Code sets out the Company's expectations on ethical business conduct, prohibition of child labour, forced labour and modern slavery, fair wages and safe working conditions, environmental responsibility, and anti-bribery and anti-corruption standards. Suppliers are expected to cooperate with assessments, audits, and corrective action programmes where required, and to maintain transparent, accurate reporting on their sustainability performance. Alchem targets 100% Code of Conduct acknowledgement from strategic suppliers, reinforcing a consistent standard of responsible conduct across the value chain.



Supplier ESG Assessment and Due Diligence

(GRI 308, GRI 414)

Alchem International integrates environmental, social and ethical considerations into its supplier management processes to promote responsible sourcing and strengthen resilience across the value chain. The Company's supplier due-diligence approach is guided by a risk-based assessment of supplier practices, ESG performance and potential adverse impacts, enabling focused engagement with suppliers where enhanced oversight or improvement is required.

The approach supports the identification of sustainability risks, assessment of supplier practices, verification of relevant controls and implementation of corrective actions, where necessary. Through continued supplier engagement, Alchem seeks to strengthen transparency, accountability and responsible business practices across its supply chain.

ESG Risk Identification and Prioritisation (GRI 308-2, GRI 414-2)

Alchem evaluates relevant sustainability risks associated with its suppliers and sourcing categories, considering factors including environmental management, labour and human rights, occupational health and safety, ethical conduct, regulatory compliance and responsible business practices.

Supplier and procurement information is considered to identify potential areas of concern and prioritise suppliers or categories requiring enhanced due diligence. The prioritisation of risks considers the nature, severity and likelihood of potential impacts, enabling resources and engagement efforts to be directed towards areas of greater sustainability significance.

Supplier ESG Assessments

Supplier assessments provide a structured mechanism for understanding the environmental and social practices adopted across the supply base. Relevant suppliers may be evaluated through questionnaires, documentation reviews, certifications, declarations and other supplier information, depending on the nature and risk profile of the engagement.

Assessment areas may include environmental compliance, resource and waste management, labour and human rights, health and safety, ethical business conduct and applicable regulatory requirements. Identified gaps are addressed through supplier engagement and appropriate improvement measures.

Supplier Monitoring and Audits (GRI 308-2, GRI 414-2)

Alchem applies a risk-based approach to supplier monitoring and verification. Where the nature or significance of identified risks warrants enhanced oversight, supplier reviews or on-site or virtual assessments may be undertaken to evaluate compliance with applicable requirements and the effectiveness of relevant controls.

Identified non-conformities are communicated to suppliers and may be followed by corrective and preventive action plans, defined improvement timelines and subsequent follow-up, proportionate to the nature and severity of the issue.

This approach strengthens supplier accountability while supporting continuous improvement in ESG performance.

Grievance and Stakeholder Voice (GRI 414-2)

Alchem recognises that effective due diligence requires channels through which concerns can be raised by relevant stakeholders and rights-holders associated with the supply chain. Supplier-related concerns may be communicated through the Company's established reporting and grievance channels.

The Company's approach emphasises accessibility, confidentiality and non-retaliation, enabling concerns to be raised in good faith without fear of adverse consequences. Reported concerns are reviewed through appropriate processes and may inform supplier engagement, corrective action and further due-diligence activities.

Respectful and Inclusive Supplier Workplaces (GRI 414-1, GRI 414-2)

Alchem expects its suppliers to uphold principles of equal opportunity, dignity, non-discrimination and a workplace free from harassment. These expectations form part of the Company's broader responsible sourcing approach and are considered, where relevant, through supplier engagement and assessment activities.

Where concerns relating to discrimination, harassment or inappropriate workplace practices are identified, suppliers are expected to take appropriate corrective and preventive measures. Alchem's supplier engagement therefore extends beyond compliance to encourage responsible employment practices and respect for human rights throughout the value chain.

Risk-Based Supplier Due-Diligence Framework

RISK IDENTIFICATION Identify potential environmental, social and ethical risks	SUPPLIER ASSESSMENT Evaluate supplier policies, practices and available ESG information	RISK PRIORITISATION Focus enhanced attention on higher-risk suppliers and sourcing categories
VERIFICATION & ENGAGEMENT Undertake appropriate reviews, assessments and supplier engagement	CORRECTIVE ACTION Address identified gaps through improvement measures and defined actions	MONITORING & IMPROVEMENT Track progress and strengthen supplier ESG performance

Strengthening Responsible Supply Chains (GRI 308-2, GRI 414-2)

Through its risk-based supplier due-diligence approach, Alchem continues to strengthen supplier transparency, responsible procurement, risk management and continuous improvement across its value chain. The approach enables the Company to engage suppliers not only on commercial performance, but also on the environmental, social and ethical practices that contribute to a responsible and resilient supply chain.





Responsible Sourcing

(GRI 308, GRI 414)

Alchem International recognises that responsible sourcing is integral to building a resilient, sustainable and high-performing supply chain. The Company works with its suppliers to strengthen their understanding and management of environmental, social and ethical risks, while encouraging continuous improvement in sustainability performance.

Alchem's approach combines supplier capacity building, knowledge sharing, performance engagement and recognition, enabling suppliers to progressively strengthen responsible business practices and contribute to positive sustainability outcomes across the value chain.

Supplier Capacity Building and Continuous Improvement (GRI 308-2, GRI 414-2)

Alchem encourages suppliers to strengthen their capabilities to identify, prevent and mitigate potential adverse environmental and social impacts associated with their operations. Supplier engagement may include sharing of sustainability expectations, knowledge and good practices, targeted guidance, discussions on identified gaps and support for strengthening relevant management practices.

Where areas for improvement are identified through supplier assessments, reviews or other engagement processes, suppliers may be encouraged to develop appropriate corrective and improvement measures. Depending on the nature of the issue, engagement can focus on strengthening areas such as:

- ✦

Environmental management and regulatory compliance
- ✦

Resource efficiency and responsible waste management
- ✦

Occupational health and safety
- ✦

Labour and human rights practices
- ✦

Ethical business conduct
- ✦

Responsible workplace practices
- ✦

Sustainability management systems and documentation

Through continued engagement and knowledge sharing, Alchem seeks to move supplier relationships beyond compliance towards capability development and sustained improvement.

Supplier Sustainability Recognition and Incentives (GRI 308-2, GRI 414-2)

Alchem believes that recognising strong supplier performance can help reinforce responsible practices and encourage continued improvement. Suppliers demonstrating strong performance in areas such as environmental responsibility, social practices, compliance, quality and responsible business conduct may be recognised through formal appreciation initiatives.

As part of this approach, Alchem provides supplier awards and certificates to acknowledge suppliers that demonstrate strong performance and commitment. Such recognition reinforces positive sustainability practices and encourages suppliers to maintain or further improve their performance.

Where appropriate, supplier sustainability performance may also be considered as part of broader supplier relationship and sourcing decisions, alongside established commercial, quality and operational criteria. This creates a positive incentive for suppliers to strengthen their ESG practices and supports the development of longer-term, responsible supplier relationships.

Supplier Development & Recognition Framework



Creating Shared Value Through Supplier Partnerships (GRI 308-2, GRI 414-2)

Through responsible sourcing, Alchem seeks to create a supply chain in which strong sustainability performance is supported, recognised and continuously improved. By combining supplier development with positive recognition, the Company aims to strengthen supplier capabilities, improve management of sustainability risks and foster long-term partnerships that contribute to shared environmental, social and business value.





Research, Development and Innovation

(GRI 3)

Advancing Phytochemical Science Through Research and Innovation (GRI 3-3)

Research and innovation are central to Alchem International's long-standing expertise in phytochemicals and plant-derived active ingredients. With more than seven decades of experience in developing natural health solutions, Alchem combines scientific research, proprietary technologies, process expertise and stringent quality practices to develop market-driven solutions for the pharmaceutical, cosmetic and nutraceutical industries.

The Company's innovation approach is anchored in the discovery, development and application of plant-derived molecules and phytochemical extracts, supported by capabilities across the value chain. Its farm-to-pharmacy approach, proprietary PhytoAdvance™ phytochemical extracts, and technical capabilities in biotechnology and semi-synthesis enable Alchem to translate scientific knowledge into differentiated products and applications.

Research and Phytochemical Development (GRI 3-3)

Alchem's R&D capabilities focus on the identification, extraction, purification, development and application of plant-derived active molecules. The Company combines botanical knowledge with scientific and technical expertise to develop phytochemical ingredients and active pharmaceutical ingredients that address evolving market and customer requirements.

Its product portfolio spans pharmaceutical actives, cosmeceutical actives and nutraceutical actives, reflecting the Company's ability to apply phytochemical science across diverse health and wellness applications.

Proprietary Technology and Process Innovation (GRI 3-3)

Technology and process innovation are important enablers of Alchem's product development capabilities. The Company's proprietary PhytoAdvance™ technology supports the development of specialised phytochemical extracts, while its technical capabilities include biotechnology and semi-synthetic approaches for value addition and product development.

Alchem also develops and applies proprietary manufacturing processes to support the production of specialised active ingredients. Its product development approach combines scientific research with evolving technologies, process expertise and regulatory knowledge to respond to changing market requirements.

Market-Driven Innovation (GRI 3-3)

Alchem's R&D activities are closely connected with customer and market needs. The Company's website highlights its commitment to R&D and industry-leading technologies as key contributors to market-driven innovations and long-term collaborations with pharmaceutical, cosmetic and nutraceutical companies.

This market-oriented approach enables Alchem to develop and refine products while responding to evolving technical, quality, regulatory and application requirements across international markets.

Advancing Value Across the Product Lifecycle (GRI 3-3)

Alchem's vertically integrated farm-to-pharmacy model enables the Company to connect research, raw material expertise, phytochemical extraction, active ingredient development, manufacturing and market applications. This integrated capability supports greater control over product development and enables technical knowledge generated across the value chain to contribute to continuous improvement.

The Company's capabilities in biotechnology, semi-synthesis and formulation-related applications further support the progression of its product portfolio and expansion into adjacent healthcare and personal care applications.



Innovation for Quality and Responsible Growth (GRI 3-3)

Innovation at Alchem is supported by a strong focus on quality, regulatory compliance and technical excellence. The Company's manufacturing and product development capabilities are supported by international regulatory experience, including USFDA inspections and regulatory dossier filings across multiple countries.

The integration of research, technology, quality and regulatory expertise enables Alchem to pursue innovation while maintaining the high standards expected for pharmaceutical, cosmetic and nutraceutical applications.

Supplier Development & Recognition Framework

DISCOVER Plant-derived molecules, scientific opportunities and market needs	RESEARCH Phytochemical research and scientific development	DEVELOP Extraction, purification, biotechnology and semi-synthetic development
OPTIMISE Proprietary processes, technology and quality performance	VALIDATE Regulatory, technical and customer requirements	DELIVER Market-driven products and long-term customer value

Creating Value Through Scientific Innovation (GRI 3-3)

Through sustained investment in research, technical expertise and proprietary technologies, Alchem continues to advance its capabilities in phytochemical science, active ingredient development and natural health solutions. The Company's integrated approach to research, technology, manufacturing and regulatory expertise provides a foundation for continued innovation and long-term value creation across the pharmaceutical, cosmetic and nutraceutical value chains.



06

Annexures





GRI Content Index

GRI standards	Disclosure	Page no.
GRI 2: General Disclosures 2021		
2-1	Organizational details	3,9,10
2-2	Entities included in the organization's sustainability reporting	4
2-3	Reporting period, frequency and contact point	5
2-4	Restatements of information	-
2-5	External assurance	6
2-6	Activities, value chain and other business relationships	13-19
2-7	Employees	22
2-8	Workers who are not employees	-
2-9	Governance structure and composition	33
2-10	Nomination and selection of the highest governance body	-
2-11	Chair of the highest governance body	-
2-12	Role of the highest governance body in overseeing the management of impacts	33-34
2-13	Delegation of responsibility for managing impacts	33-34
2-14	Role of the highest governance body in sustainability reporting	-
2-15	Conflicts of interest	36
2-16	Communication of critical concerns	-
2-17	Collective knowledge of the highest governance body	-
2-18	Evaluation of the performance of the highest governance body	-
2-19	Remuneration policies	-

GRI standards	Disclosure	Page no.
2-20	Process to determine remuneration	-
2-21	Annual total compensation ratio	-
2-22	Statement on sustainable development strategy	8
2-23	Policy commitments	-
2-24	Embedding policy commitments	35-37, 41-44, 122,123
2-25	Processes to remediate negative impacts	38, 39, 42, 44, 117, 123
2-26	Mechanisms for seeking advice and raising concerns	35, 38, 42, 44, 117, 113
2-27	Compliance with laws and regulations	42, 45, 98-101
2-28	Membership associations	-
2-29	Approach to stakeholder engagement	23
2-30	Collective bargaining agreements	127
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	27
3-2	List of material topics	28
3-3	Management of material topics	28
GRI 101: Biodiversity 2024		
101-1	Policies and commitments related to biodiversity	-
101-2	Management approach for biodiversity impacts	106-107
101-3	Direct drivers of biodiversity loss	-
101-4	Impacts on biodiversity	106-107



GRI standards	Disclosure	Page no.
101-5	Location-specific biodiversity impacts	-
101-6	Biodiversity impact mitigation and restoration	-
101-7	Monitoring biodiversity impacts	-
101-8	Protected areas and areas of high biodiversity importance	-
101-9	Ecosystem restoration and conservation outcomes	-
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	-
201-2	Financial implications and other risks and opportunities due to climate change	-
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	137-138
GRI 205: Anti-corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	35, 37,
205-3	Confirmed incidents of corruption and actions taken	35, 37,
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	-
301-2	Recycled input materials used	-
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	63,64
302-3	Energy intensity	63,64
302-4	Reduction of energy consumption	63,64
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	70-72
303-3	Water withdrawal	74-77, 79
303-4	Water discharge	-
303-5	Water consumption	79

GRI standards	Disclosure	Page no.
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	56,57
305-2	Energy indirect (Scope 2) GHG emissions	56,58
305-3	Other indirect (Scope 3) GHG emissions	56,58-60
305-4	GHG emissions intensity	61,62
305-5	Reduction of GHG emissions	64, 66, 68-69
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	89
306-3	Waste generated	90
306-4	Waste diverted from disposal	-
306-5	Waste directed to disposal	-
GRI 307: Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	-
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	-
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	111
403-2	Hazard identification, risk assessment and incident investigation	111-113
403-3	Occupational health services	113
403-4	Worker participation, consultation and communication	112
403-5	Worker training on occupational health and safety	114
403-6	Promotion of worker health	115-116
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	113
403-9	Work-related injuries	114
403-10	Work-related ill health	114



GRI standards	Disclosure	Page no.
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	22,117,121
404-2	Programs for upgrading employee skills and transition assistance programs	118–120
404-3	Percentage of employees receiving regular performance and career development reviews	119
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	122, 124
405-2	Ratio of basic salary and remuneration of women to men	-
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	123-125
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	126
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	126
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments and development programs	131-132
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers screened using social criteria	137–138, 140
414-2	Negative social impacts in the supply chain and actions taken	139-142
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	98–100, 102–104
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-
GRI 417: Marketing and Labeling 2016		
417-2	Incidents of non-compliance concerning product and service information and labeling	-
417-3	Incidents of non-compliance concerning marketing communications	-

Assurance Certificate



Independent Assurance on Verification of Sustainability Information

Anares/AR/26-07

Reporting Period – April 2025 to March 2026

The Management

Alchem International Pvt. Ltd

25/2, Main Mathura Road, Village Kaili, Ballabhgarh, Faridabad, Haryana 121004

Independent Assurance Report

AnaresAnalytics LLP (hereinafter referred to as “The Service Provider” or “Anares Analytics LLP”) have been engaged by**Alchem International Pvt. Ltd.** hereinafter referred to as “The Company”) to conduct a limited assurance engagement on the sustainability information presented in the Company’s Annual Sustainability Report (ASR) FY 2025-26 and ESG KPI Roadmap up to FY 2030-31 disclosure for the specified reporting period. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the report. The sustainability information provided within the report is in accordance to the comprehensive guidelines set forth by the Global Reporting Initiative’s (hereinafter referred to as “GRI”) Universal Standards 2021, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. This engagement by Anares Analytics LLP underscores the Company’s commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international principles for reporting on its Environmental, Social, and Governance (hereinafter referred as “ESG”) initiatives.

Assurance Standard

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

Scope of Assurance and Methodology

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

The assurance engagement was conducted with reference to the four principles of AA1000AS v3 – Inclusivity, Materiality, Responsiveness, and Impact – which were duly considered while performing this engagement. Based on our review, the Company has demonstrated materiality in disclosures, inclusivity in stakeholder engagement, responsiveness to key sustainability concerns, and consideration of impacts across relevant areas

- Remote verification of data, on a selective test basis, for the following units / locations, through consultations with the site team and ESG committee members of the company:

1. Alchem International Pvt. Ltd : 25/2, Main MATHURA ROAD, KAILI, Faridabad, Haryana, 121004

- Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;
- Review of company’s plans, policies and practices, pertaining to their Environmental, Social & Governance Strategy, so as to be able to make comments on the fairness of sustainability reporting or disclosures.
- Review of company’s approach towards materiality assessment disclosed in the report to identify relevant issues.

Company’s Accountability

The ESGCommittee Representative at the company is responsible for preparing the Annual Sustainability Report FY 2025-26 and ESG KPI Roadmap up to FY 2030-31 that is free from material misstatement in accordance with the

ANARES ANALYTICS LLP

10th Floor, The Junomoneta Towernr. RajhansCinema,AdajanGam, Pal Gam, Surat, Gujarat 394510

contact@silversix.pro

<https://www.anaresassure.com>





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

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for FY 2025-26. The Company has prepared report having sustainability information with accordance to GRI Universal Standards 2021. The Annual Sustainability Report FY 2025-26 and ESG KPI Roadmap up to FY 2030-31 includes a description of the Company's stakeholder engagement process, materiality assessment and relevant performance disclosures on the identified material topics. There is further scope to strengthen data/information management system to ensure uniform and accurate reporting or disclosures. Areas of further improvement wherever identified have been brought before the attention of the management & ESG Committee representatives of the company. These observations do not affect our conclusion presented in this statement. Areas for improvement include:

- Strengthening data accuracy through enhanced internal controls.
- Expanding disclosures on supply chain sustainability performance.
- Linking ESG performance more explicitly with strategic business outcomes

Guidelines for Utilization of This Statement

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

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

Limitations

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

1. Our assurance does not cover any data or information pertaining to the financial performance of the Company.
2. Our role is strictly limited to providing assurance services as detailed in this letter. We will not undertake any management functions or make decisions on behalf of the Company. It is the responsibility of the Company's management to make all decisions, including those related to the acceptance and implementation of our services.
3. Any data or information that falls outside the specified reporting period is not covered by our assurance scope.
4. Our assurance is limited to the operations and locations explicitly mentioned within the defined Assurance Boundary. Any data or information pertaining to operations outside of this boundary is excluded, unless specifically stated otherwise in this report.
5. The Company's statements expressing opinions, beliefs, aspirations, expectations, or future intentions, as well as assertions related to Intellectual Property rights and competitive matters, are beyond the scope of our assurance.
6. We do not cover the Company's strategy and any related disclosures expressed in the report.
7. Our assurance does not extend to the mapping of the report with any reporting frameworks other than those specified above.

Our Assurance Team and independence:

Our assurance team, comprising of multidisciplinary professionals, has been drawn from our climate change and sustainability network and undertakes similar engagements with a number of significant Indian and international

ANARES ANALYTICS LLP

10th Floor, The Junomoneta Towernr. RajhansCinema,AdajanGam, Pal Gam, Surat, Gujarat 394510



businesses. As an assurance provider, Anares Analytics LLP is required to comply with the independence requirements set out in “AA1000 Assurance Standard (AA1000AS v3)”. Anares Analytics LLP's independence policies and procedures ensure compliance with this standard. Details of Anares Analytics LLP's independence policies and procedures can be made available to stakeholders upon request by contacting us at contact@anaresassure.com

Restriction of Liability

This assurance statement has been prepared solely for the Company in accordance with the terms of our engagement. Anares Analytics LLP does not accept or assume any responsibility to any third party for the information contained in this statement. This assurance statement applies exclusively to the Company's Annual Sustainability Report FY 2025-26 and ESG KPI Roadmap up to FY 2030-31 as defined within the scope. It may not be relied upon by other stakeholders for different purposes. Anares Analytics LLP shall not be held liable for any decisions or actions taken by third parties based on this assurance statement.

Conclusion

On the basis of our limited assurance procedures, nothing has come to our attention that causes us to believe that the Company has not fairly presented sustainability information in its Annual Sustainability Report FY 2025-26 and ESG KPI Roadmap up to FY 2030-31 for the reporting period, in all material respects.

Signature,
Mr. Pankaj Shah
Director
Anares Analytics LLP
Date: 20th May 2026
Place: India



AA1000
Licensed Assurance Provider
001-223



AA1000
Licensed Report
001-223/V3-7CAXM

ANARES ANALYTICS LLP

10th Floor, The Junomoneta Towernr. RajhansCinema,AdajanGam, Pal Gam, Surat, Gujarat 394510

contact@silversix.pro

<https://www.anaresassure.com>





Alchem International PVT. Ltd.



25/2, Mathura Road, Kaily,
Faridabad, Haryana, 121004