Fine Chemicals (India) Pvt. Ltd.

ACCELERATING SUSTAINABILITY TRANSITION

Sustainability Report 2024-25

CONTENTS

MANAGING DIRECTOR’S MESSAGE

> Sustainability is the cornerstone of our growth strategy, integrated across all operations to align with client and business ESG expectations while shaping a resilient, sustainable future

Dear Colleagues, Business Partners & Friends,

I am delighted to present our Sustainability Report for FY 2024-25.

At Deccan, sustainability is integral to our ethos, embedded in how we think, operate, and create enduring value. In a dynamic business environment driven by transformative technology, shifting political realities, and increasing regulatory complexity, it guides our strategic decision-making and risk management, strengthening our position as a trusted Contract Development and Manufacturing Organization (CDMO) partner.

Our cutting-edge solutions are underpinned by an uncompromising focus on environmental stewardship, social advancement, and exemplary governance, enabling us to consistently deliver high levels of quality, reliability, and compliance. This commitment has guided us to take informed and purposeful actions that balance economic progress with social and environmental responsibility.

Environmental stewardship remains a core focus of our sustainability journey. We continue to advance our decarbonization efforts by improving energy efficiency, increasing renewable energy use, and practicing responsible resource management. This year, our renewable energy initiatives resulted in significant energy savings and helped avoid over 23,109 tonnes of CO_2 equivalent emissions, underscoring our commitment to low-carbon growth. Additionally, our focus on water conservation and circular economy initiatives has improved resource efficiency and reduced our environmental footprint across operations.

Our people are the foundation of our success, and their health, safety, and well-being are paramount. We have strengthened our safety culture through comprehensive training, proactive risk management, and robust occupational health and safety systems. Over the year, we invested more than 49,700 hours in safety training and conducted over 6,000 safety inspections across our operations, demonstrating our commitment to a safe and

19.6%
increase in the renewable energy utilisation

540281 GJ
energy conserved through energy management and operational excellence programs

9.23%
of total energy requirement is met through renewable energy resources

9.53%
of water requirement is met through harvested rainwater

65%
of water requirement met through desalinated sea water

54650
saplings planted through our agro-forestry initiative

secure workplace. We also continue to invest in learning and development, to enhance their technical, leadership, and professional skills. Further, through our employee engagement and inclusion initiatives, we foster a workplace where everyone feels valued, empowered, and equipped to contribute meaningfully to our collective success.

Beyond our operations, we are committed to creating positive and lasting social impacts in the areas surrounding our operations. Our CSR initiatives support programs focused on healthcare, education, sanitation, rural development, livelihood enhancement, and overall community well-being. This year, we increased our CSR spending by 14%, investing approximately ₹24.33 crores across 210 plus community development projects, positively impacting more than 75,000 beneficiaries. Through strategic partnerships and targeted efforts, we address critical societal needs, promoting inclusive growth, building resilience, and supporting the well-being of the communities we work among.

Innovation continues to be a key driver of our sustainable growth. In FY 2024-25, we spent ₹111.32 crores on research, development, and process innovation to enhance operational efficiency, product quality, and sustainability performance. By implementing a few key process optimization projects and technology-driven initiatives, we achieved measurable improvements in resource productivity and operational excellence. Integrating sustainability into innovation allows us to deliver greater value to our customers while strengthening business resilience and reducing our environmental impact.

We also recognize that responsible business practices extend throughout our value chain. Guided by our sustainable supply chain policy, we work closely with suppliers and partners to promote ethical conduct, responsible sourcing, and environmental stewardship. This year, 58% of our sourcing was localized within India, boosting supply chain resilience and supporting local economic development. Through enhanced supplier engagement and ESG-focused assessments, we continue to build a transparent, responsible, and future-ready supply ecosystem.

While we are proud of the strides Deccan has taken this year, we recognize that sustainability is an evolving journey. In alignment with our Vision 2026 roadmap, sustainability will continue to drive our efforts to build a resilient, future-ready enterprise—one that adapts with purpose, supports our customers’ growth ambitions, and creates meaningful impacts for our people and the communities we serve. Accelerating innovation, strengthening accountability, and embedding ESG principles in every strategic and operational decision will remain key priorities as we progress towards delivering on our Vision 2026 ambitions.

We are confident that with the support of our employees, customers, supply chain partners, investors, and the communities we serve, Deccan will continue to advance purposefully as we strive to create a legacy of tangible and lasting impact.

Thank you for walking this path with us.

Yours sincerely

G.S Raju

02

ABOUT THE REPORT

This Sustainability Report presents a comprehensive account of Deccan's approach, progress, and performance across material Environmental, Social, and Governance (ESG) priorities during the financial year 2024-25. Through a clear articulation of our sustainability framework, governance architecture, material topics, and measurable outcomes, it showcases our commitment to responsible business practices and transparent engagement with stakeholders.

Prepared in accordance with the Global Reporting Initiative (GRI) standards, the report spans the period from April 1, 2024, to March 31, 2025. It details our operational activities and their economic, environmental, and social impacts, aiming to enable stakeholders to make well-informed assessments of our ESG performance, as well as the value we create.

Reporting Scope:

Our reporting scope includes the ESG performance of the following operations over which the Company exercises operational control:

- Tuni (Andhra Pradesh)
- Ankleshwar (Gujarat)
- Santa Monica Works, Corlim (Goa)
- The Corporate Head Office in Hyderabad (Telangana)

Materiality Assessment:

Our sustainability narrative is anchored in the topics most material to Deccan and our stakeholders. These priorities were identified through a rigorous materiality assessment informed by feedback from internal and external stakeholders in the year 2021-22, an evaluation of industry trends, and emerging risks and opportunities. They also guide our strategic direction and the decisions we take to meet our growth ambitions.

Data Management and Reporting Integrity:

We are committed to ensuring the accuracy, precision, and reliability of the data presented in this report. To uphold this commitment, we systematically consult a range of internal records, including routine evaluations and audit documentation. All conversion and emission factors (IPCC, CEA, DEFRA, etc.) applied are aligned with recognized international standards and are transparently disclosed alongside the corresponding data.

We affirm the authenticity and integrity of all non-financial data and metrics relating to Deccan. The compilation process is comprehensive, drawing on inputs from a diverse set of stakeholders, and is subjected to rigorous review protocols to maintain the highest standards of accuracy and credibility.

We are equally committed to providing responsible and transparent forward-looking insights. Any projections or anticipatory statements included in this report reflect Deccan's business aspirations, strategic outlook, and ESG priorities. These statements are based on current, reasonable assumptions and are supported by planned initiatives, projects, and targeted programs aimed at achieving these objectives.

Independent Assurance

Deccan has further voluntarily chosen to get this report Assured by a third-party. TUV India Private Limited (referred to as 'TUVI') has furnished the Report with limited assurance. The assurance process was carried out in accordance with the AA1000 Assurance Standard v3, under the criteria of 'Type 2, Moderate Level' and in alignment with the Global Reporting Initiative (GRI) Principles for Defining Report Content and Quality. The Assurance Statement can be found in the last section of this report.

03 ORGANIZATION PROFILE

Deccan Fine Chemicals is a leading global producer of active ingredients and advanced intermediates for the agrochemical, fine chemical, and specialty chemical sectors. We serve a diverse international clientele, guided by a customer-centric approach that defines how we build long-term partnerships and deliver tailored solutions across the product lifecycle - from R&D to commercial production.

Innovation

Manufacturing Excellence

Customer Relationship

Responsible Growth

Committed to quality, innovation, and operational excellence, we continuously invest in advanced technologies and process improvements. Sustainability is integral to our growth - driving efforts to optimize resources, minimize environmental impact, and operate responsibly, while creating long-term value for stakeholders and reinforcing our role as a trusted manufacturing partner.

3.1 Introduction to Deccan

Deccan Fine Chemicals ("Deccan") is a privately owned globally operating company focusing on custom manufacturing of active ingredients and advanced intermediates for agrochemical, fine and specialty chemical sectors. With deep scientific expertise, advanced process development, and a strong manufacturing foundation, we transform complex chemistry into scalable and commercially viable products.

Our philosophy focuses on forging long-term partnerships with our customers, enabling collaboration throughout every stage of development and production and we manufacture each product exclusively for a specific customer and do not sell the same product to other customers. By integrating innovation with operational excellence, we consistently deliver high-quality solutions that adapt to changing market needs while building trust and reliability.

As we continue to grow, we remain committed to responsible business practices and creating lasting value for all our stakeholders. Through ongoing investments in technology, talent, and process enhancements, we strive to enhance efficiency, reduce environmental impact, and support the sustainable growth of the industries we serve.

Business Segments

Contract research services

- Process research and development
- Custom process optimization and scale up
- Technical support across multiple industries

Specialty Chemicals

- Specialty polymers, rubber, dyes, and pigments
- Expertise in complex chemical synthesis
- Diverse manufacturing platforms

Crop Protection

- Advanced intermediates and active ingredients
- Solution for herbicides, fungicides, insecticides, and plat growth regulators
- Strong capabilities in molecule development

Pharmaceuticals & Animal health

Product Supporting farm animal, pet and aquaculture

3.2 Our purpose, mission & vision

Purpose

Creating Sustainable Value

We want to create value – for our customers and end consumers, for our employees and our shareholders, as well as for the wider society and communities in which we operate.

Mission

Serving our customers worldwide as their Most Trusted Partner with leading positions in all relevant market segments and technologies – as a passionate team united by shared values.

Vision

Leading with our innovations, technologies and manufacturing scale We will be the global leader in the CDMO space, offering an unparalleled breadth of technologies serving the specialty and fine chemical industry. For us, "leading" exceeds the definition of being the number one in terms of market share or size. While strong positions in attractive markets are important, it takes more to be "leading with innovations, technologies and manufacturing scale." It requires leadership in value creation, responsiveness to volatile markets, and changing customer demands as well as in innovation, quality, service and sustainability. Deccan is to be acknowledged as the supplier of choice and best-in-class provider of contract manufacturing solutions by our customers.

Our history

- **2010** – Initiation of Green field project in 2008; Commencement of commercial operations at Tuni.
- **2014** – Acquisition of 2nd Site at Ankleshwar from Bayer crop sciences
- **2016** – Acquisition of 3rd Site at Goa from Syngenta
- **2018** – Construction of major extension at Tuni SEZ begins
- **2020** – Tuni SEZ block I in service
- **2022** – Tuni SEZ block II in service
- **2023** – Expansion at Ankleshwar, Goa and Tuni facilities
- **2024** – Expansion and 2nd co-generation Plant at Tuni facility

3.3 Our capabilities

Deccan's success is built on a solid foundation of technical expertise, operational excellence, and a focus on providing safe, high-quality solutions. Our strengths span technology and engineering, quality management, manufacturing excellence, process safety, and project management – underscoring the capabilities required to operate consistently and with precision.

These strengths enable efficient product development, dependable manufacturing, and continuous improvement across the value chain. They empower us to adapt to dynamic customer needs, maintain rigorous operational standards, and promote sustainable growth while maintaining high product quality, safety, and regulatory compliance.

1. Technology and Engineering (T&E):

At Deccan, we collaborate closely with clients, leveraging advanced technology, engineering expertise, to develop efficient, scalable, and tailored manufacturing solutions. Our dedicated team of experts focuses on process innovation, route optimization, equipment design, and seamless technology transfer, ensuring solutions that meet customers' specific needs. Our sustained investments in research and digital tools strengthen operational efficiency, product quality, and manufacturing reliability, enabling innovation that creates meaningful value for our clients and end users.

2. Quality Management:

Quality is embedded in every aspect of Deccan's operations, enabling our products to consistently meet customer specifications, regulatory requirements, and industry standards. Our comprehensive quality management system spans process control, laboratory testing, product validation, and continuous monitoring. Through robust assurance and quality control practices, we not only deliver safe, reliable, and high-performance products, but also reinforce a culture of continuous improvement.

3. Manufacturing Excellence:

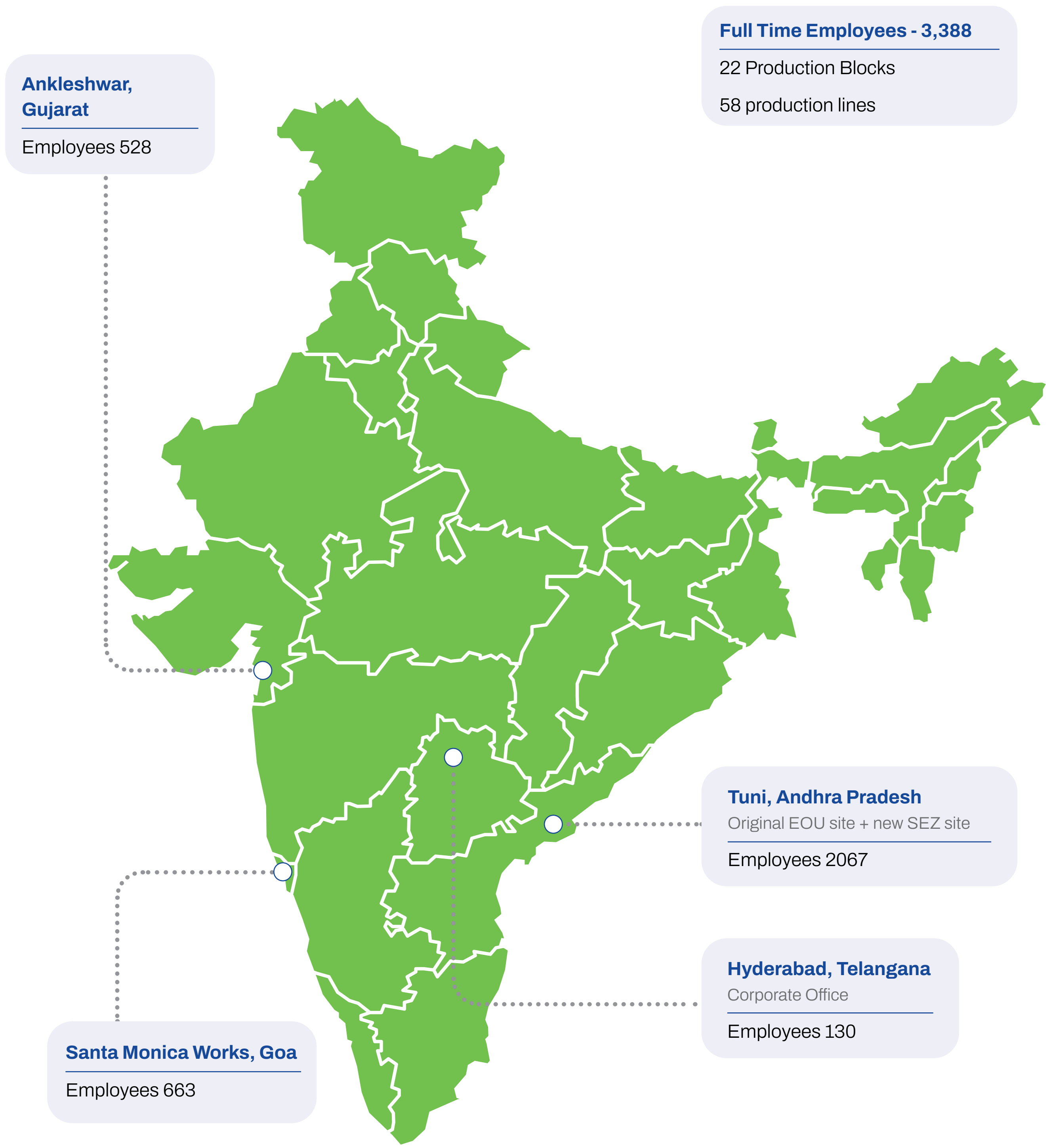
Our manufacturing facilities are designed for both adaptability and high efficiency. We utilize state-of-the-art Distributed Control Systems (DCS) supported by expert control engineers to manage complex, multi-product batch processes with precision and real-time oversight. Alongside advanced automation, we implement lean manufacturing principles, closely monitor performance metrics, and optimize capacity to improve productivity and minimize waste. Strategic collaborations with top technology providers such as Siemens, ABB, and Yokogawa further strengthen our operational capabilities. This comprehensive approach enables us to consistently deliver high-quality products on schedule, operate cost-effectively, and implement sustainable manufacturing practices across all sites.

4. Process Safety and Project Management:

Process safety and effective project management are fundamental to our operations. We implement comprehensive safety systems, including detailed risk evaluations and preventive strategies, to safely manufacture chemicals. Our experienced, cross-functional project teams follow a structured approach that integrates technical reviews, safety analyses, and quality controls. This framework is especially critical during New Product Introductions (NPI), where we align regulatory standards and customer requirements to carefully oversee every phase of product development and delivery. Through this rigorous process, we minimize risks, enhance efficiency, and ensure timely completion of projects while protecting our employees, communities, and the environment

Deccan's presence

Our world-class Manufacturing and R&D facilities are located in Andhra Pradesh, Gujarat and Goa.



3.4 Certifications & awards

National Energy Conservation Award-2024

Company of the Year Award
from FICCI-
2024-25

National Award for Excellence in Energy Management 2024
from CII at National conference- Hyderabad

AEPS Safety Excellence Award-2024

Best Export Performance (100% EOU)
by Ankleshwar Industries Association
for 2024-25

CII Industrial Safety Excellence Award
2024-25

3.5 Memberships & associations

Deccan is an active member of leading industry associations and professional bodies, fostering knowledge exchange, maintaining regulatory alignment, and supporting collaborative engagement. Through these memberships, we contribute to industry initiatives and promote responsible and sustainable business practices

- **Industries Association**
- **CII - Confederation of Indian Industry**
- **FICCI - Federation of Indian Chambers of Commerce and Industry**
- **Indian Chemical Council**
- **Export Promotion Council**
- **Center for Chemical Process Safety**
- **Industrial Waste Management Association**
- **National Safety Council**
- **Green Triangle Society**
- **Membership in Disaster Prevention & Management Centre (DPMC)**

04 VISION 2026

ACCELERATING SUSTAINABILITY PROGRESS

Climate action and Energy transition

We are dedicated to lowering our greenhouse gas emissions throughout our operations by improving energy efficiency, optimizing processes, and expanding the use of renewable energy sources. By shifting to cleaner solutions and enhancing operational performance, we strive to play a stronger role in building a low-carbon future

Vision 2026 targets

10% reduction in intensity of Scope 1and 2 emissions

15% renewable energy in total energy consumption

13 CLIMATE ACTION

*All quantitative targets are measured against a baseline year of FY 2021-22, unless otherwise specified.

Water Resilience

Water is a vital resource for our operations, and we are committed to managing it responsibly. By implementing water conservation initiatives, increasing reuse and recycling, and utilizing alternative sources like desalinated water, we aim to strengthen water security while minimizing our reliance on freshwater supplies.

Vision 2026 targets

10% reduction in specific freshwater consumption

20% utilization of recycled water

Minimize waste generation

We are committed to reducing waste generation by enhancing process efficiency, encouraging resource recovery, and incorporating circular economy principles into our operations. Our strategy emphasizes minimizing waste at its origin while maximizing the value extracted from resources throughout their entire lifecycle.

Vision 2026 targets

10% reduction in waste generation intensity

Prioritizing health and safety

Safety and well-being of our employees and stakeholders remain fundamental to our culture. Through a robust occupational health and safety management system, continuous training, and proactive risk management, we foster a workplace where safety is everyone's responsibility.

Vision 2026 targets

50% reduction in injury and illness incidence rate (IIR)

Process Safety Incident (PSI) with high potential: 0 & Reduce PSI with Medium & Low potential by **50%** from 2021-22 baseline (three-year rolling average)

Zero severe injury and fatality (SIF)

Building a responsible and sustainable supply chain

We recognize that sustainability extends beyond our operations. Through our sustainable supply chain policy, we work closely with suppliers to encourage ethical sourcing, environmental responsibility, and the reduction of greenhouse gas emissions throughout the entire value chain

Vision 2026 targets

50% of procurement spend on local suppliers

50% of suppliers screened and assessed as per Code of Conduct and Supplier ESG policy

Reduce absolute Scope 3 of suppliers by 10%

*All quantitative targets are measured against a baseline year of FY 2021-22, unless otherwise specified.

Creating positive social impact

Our corporate social responsibility initiatives are dedicated to generating lasting value for communities. By concentrating on healthcare, education, rural development, environmental conservation, agriculture, arts and culture, and women's empowerment, we actively support inclusive and sustainable development.

Vision 2026 targets

Establish at least one flagship community program at every operating location

Increased employee participation in volunteering initiatives with a target of two volunteering days per employee annually

Enhancing employee engagement and growth

We aim to build a workplace where employees are respected, valued, and empowered to succeed. By promoting continuous learning, professional growth, and open communication, we cultivate a culture of engagement and collective achievement.

Vision 2026 targets

Provide ESG related training to all employees across our sites

Regular employee satisfaction and engagement assessment

Diversity and Inclusion

A diverse workforce fuels innovation and enhances our organization's resilience. We are dedicated to fostering an inclusive culture that embraces diverse perspectives, ensures equal opportunities, and mirrors the diversity of the communities we support.

Vision 2026 targets

Strengthen diversity through progressive policies, inclusive leadership, and external recognition program

Governance: Leading with integrity

Strong governance forms the foundation of our sustainability journey. We uphold highest standards of ethics, transparency, accountability and respect for human rights across our operation and value chain.

By embedding responsible business practice into decision-making processes, we aim to create long term value for stakeholders while maintaining trust and compliance

Vision 2026 targets

Achieve zero incident of non-compliance

Human rights due diligence at **100%** of the facilities

Implementation of ESG governance structure for implementation of projects and effective monitoring

Key ESG Highlights

Energy

- Renewable energy consumption in FY 25 reached **533064 GJ**, accounting for **9.23%** of total energy consumed, which is a **19.60%** increase from FY24
- **45%** of the electrical energy consumed at the Ankleshwar site is from renewable energy resources
- **96%** of the thermal energy consumed at the Goa site is from renewable energy resources
- **540281 GJ** of energy was saved in FY 25 through the implementation of energy conservation measures

Emissions

- **23109 tCO_2e** in emissions was avoided due to the consumption of energy from renewable resources.
- **106555 tCO_2e** in emissions were avoided due to the energy conservation initiatives
- There is a continuous reduction in the scope-2 GHG emissions and is reduced by **24%** since FY 23
- Emission Intensity per revenue in Cr. INR was **68.57 tCO_2e**, a **5%** reduction from the baseline year FY 22

Water

- Desalinated seawater constitutes **65%** of the total water consumption at Deccan; with the Tuni site, using **100%** desalinated seawater for its operations
- Harvested rainwater makes up **9.5%** of the total water consumption
- Freshwater from public supplies accounts for **25%** of the total water consumption
- Groundwater is not consumed at any of our manufacturing sites
- **9.8%** of the water used is currently being recycled for reuse within our operations

Waste

- Waste Generation Intensity per revenue in Cr. INR was **7.77 MT**, a **32.7%** reduction compared to the baseline year FY 22 on a revenue basis
- The total quantity of waste generated during FY 25 was **11.6%** less than the baseline year FY 22 on an absolute basis

CSR

- CSR spending saw a **14%** increase in FY 25 compared to FY 24, with over **71%** of the focus directed towards projects related to rural development and healthcare
- **Community Impact:** Infrastructural support for **25+** local Schools

Supply Chain

- **58%** of Sourcing happens within India, representing one % increase from FY 2023-24
- **100%** implementation of Supplier code of conduct and ESG metrics is part of supplier code of conduct

Social

- **100%** coverage for Code of Conduct and POSH trainings
- Product Stewardship, Process Hazard Analysis are part of all the process development and scale up
- **49700 hrs,** 1.8 man days of safety training
- Overall, **4.3 days** Average training days per employee
- **5.67%** Women in Workforce
- **83%** in Employee Satisfaction survey

Governance

- **Zero** grievance reported to whistle blower
- **Zero** POSH Complaint Reported
- **Zero** non-compliances or breaches to code of conduct (Human rights, child labour, forced labour and discrimination cases)

Performance in Rating Agencies

"B" in Climate Change,
"B" in Water Security

Successfully completed Together for Sustainability audits with high scores in 2022 &2025.

- Goa facility = 100/100 (Year 2025)
- Ankleshwar Facility= 100/100 (Year 2025)
- Tuni Facility=100/100 (Year 2024)

62 percentile achieved in EcoVadis Assessment.

Value creation model

Input

Financial Capital:
- Revenue: 8,076.3 CR INR

Manufactured Capital:
- Three manufacturing facilities in India (in Gujarat, Goa and Andhra Pradesh)
- R&D centres
- Implementing planned energy efficient
- projects and initiatives in operations

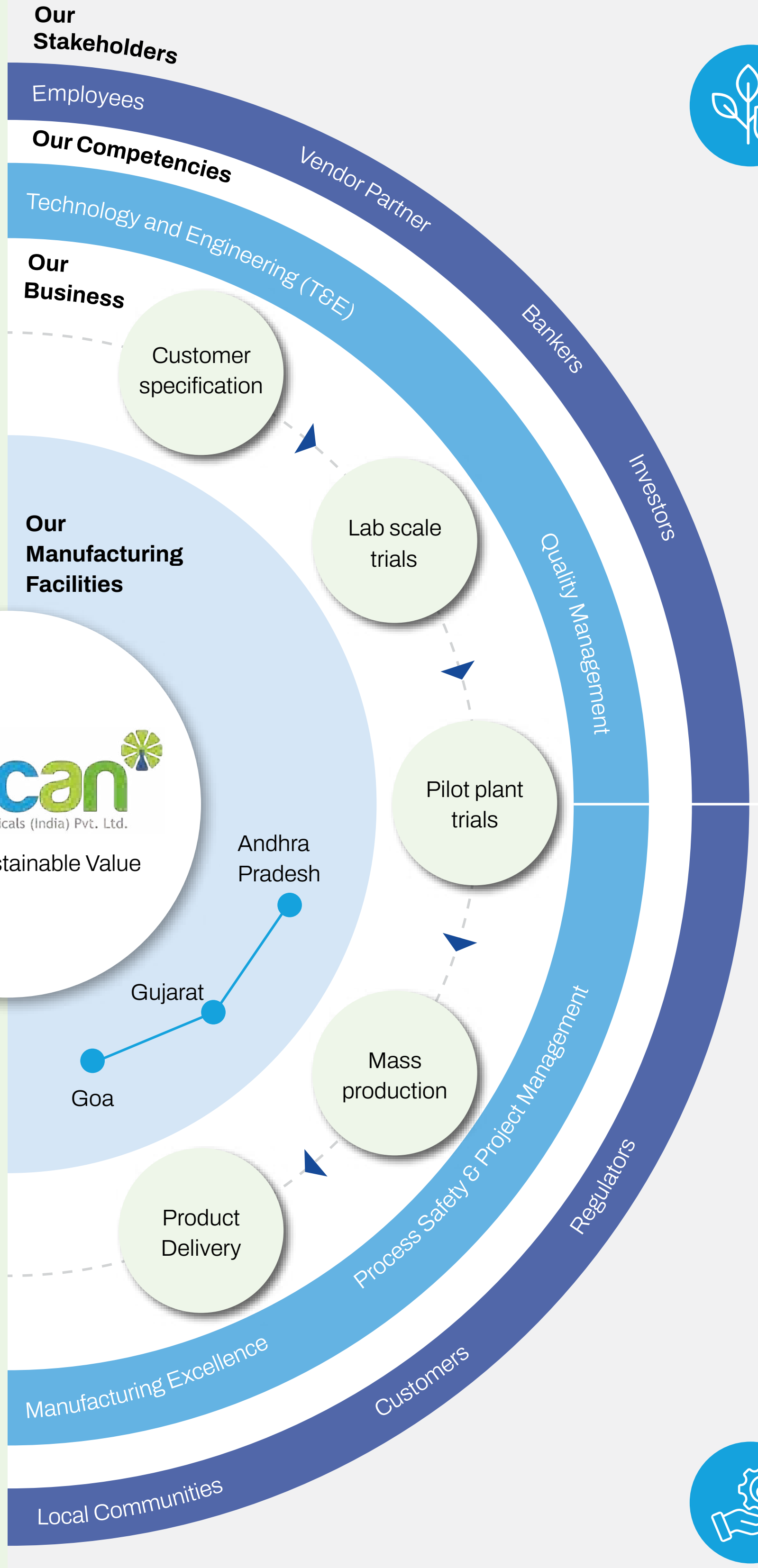
Intellectual Capital:
- R&D Spent Revenue: 46.25 CR INR
- R&D Spent Capital: 65.07 CR INR

Human Capital:
- 3,388 Permanent employees
- 192 women in the workforce
- 1,16,130 man-hours of training done on Skill upgradation

Social Capital:
- 8.11 CR amount spend on wellness initiatives
- 0.55 Cr spend on skill upgradation
- programme
- CSR Expenditure: 24.33 Crore
- Initiated 90 major projects and 120 sub-projects on community development

Natural Capital:
- 5,777,080 GJ of energy consumed
- 36,32,608 m³ of total water consumed

Vision: Leading with our innovations, technologies and manufacturing scale



Our Products range

- Crop Protection
- Pharmaceuticals & Animal Health
- Specialty Chemicals
- Research Services

Our Sustainability Pillars

- Safeguarding the future
- Engaging our stakeholders
- Investing in our people
- Responsible environmental stewardship

Output

Manufactured Capital:
- Customer Base of 22 No
- Exporting to 31 no of countries

Intellectual Capital:
- Diverse product portfolio of specialty chemicals focussed on customer specific requirements

Human Capital:
- New employee hire: 518
- 5.1% women in STEM-based roles

Social Capital:
- More than 0.75 lakh beneficiaries

Natural Capital:
- 9.23% of the Energy share from renewable source
- Renewable energy consumed during FY 24 is 533,064 GJ
- Emission intensity increase by 1.55% due to increase in production capacity
- 65% of water consumed is from sea water source
- 9.5% of water consumed is the harvested rain water
- 9.8% of the recycled water is reused

Audits/Rewards/Recognition
- TFS score: 100/100/100
- National energy awards for FY-24-25
- CDP scope score-B for climate and water security

SDGs

9, 8, 12, 9, 3, 1, 5, 3, 6, 13, 14, 7

05 GOOD GOVERNANCE

Effective corporate governance is the cornerstone of sustainable growth, operational excellence, and ethical business conduct. At Deccan, we have established a strong governance framework that underpins strategic decision-making, ensures robust risk management, guarantees regulatory compliance, and promotes ethical practices throughout our operations.

Our board of directors holds the key responsibility of protecting the interests of the company, its shareholders, and all other stakeholders. The board is dedicated to upholding fundamental corporate governance principles and is committed to maintaining the highest levels of transparency, accountability, and integrity in every decision-making process.

Introduction to Board of Directors

Directors Profiles

Mr. G. S. Raju

Mr. G. S. Raju is the MD of DFCPL. He is a Mechanical Engineer from Mysore University and holds a Master's degree in Industrial Engineering. He has about **25+** years of experience in agrochemicals / chemicals manufacturing industry. He has vast experience in agricultural chemicals industry and has previously setup greenfield projects and managed multi-unit production facilities.

Mr. KVLP Raju

Mr. KVLP Raju is a Director at Deccan, is the site head of Deccan's Tuni site, and has been with Deccan since its inception. He has more than 30 years of experience in the agrochemical/chemicals industry across various roles in fields of production & engineering, maintenance, quality control and plant administration and is an expert in setting up and managing large manufacturing sites. He is a graduate in chemistry from Andhra University

Mr. Vivek Save

Mr. Vivek Save, Executive Director, holds MSc. Chemistry from University of Mumbai. He has held various roles and responsibilities in multiple leading organizations within the Indian chemical industry. He started his career in R&D division at Excel Industries, and then worked as Sales Head of Chemical Intermediates at Clariant and Business Unit Head at Sanmar Speciality Chemicals. From 2012 to 2018 he was Managing Director of Lonza India. At Deccan, he leads business development and strategy.

Mr. Takahiro Tokuda

Mr. Takahiro Tokuda is a Bachelor of Agricultural Chemistry from the University of Tokyo . He has been working with Mitsubishi Corporation, holding various managerial positions, since April, 1992. Currently, Mr. Tokuda is the General Manager of Bio- Fine Chemicals Department in Mitsubishi Corporation, Tokyo.

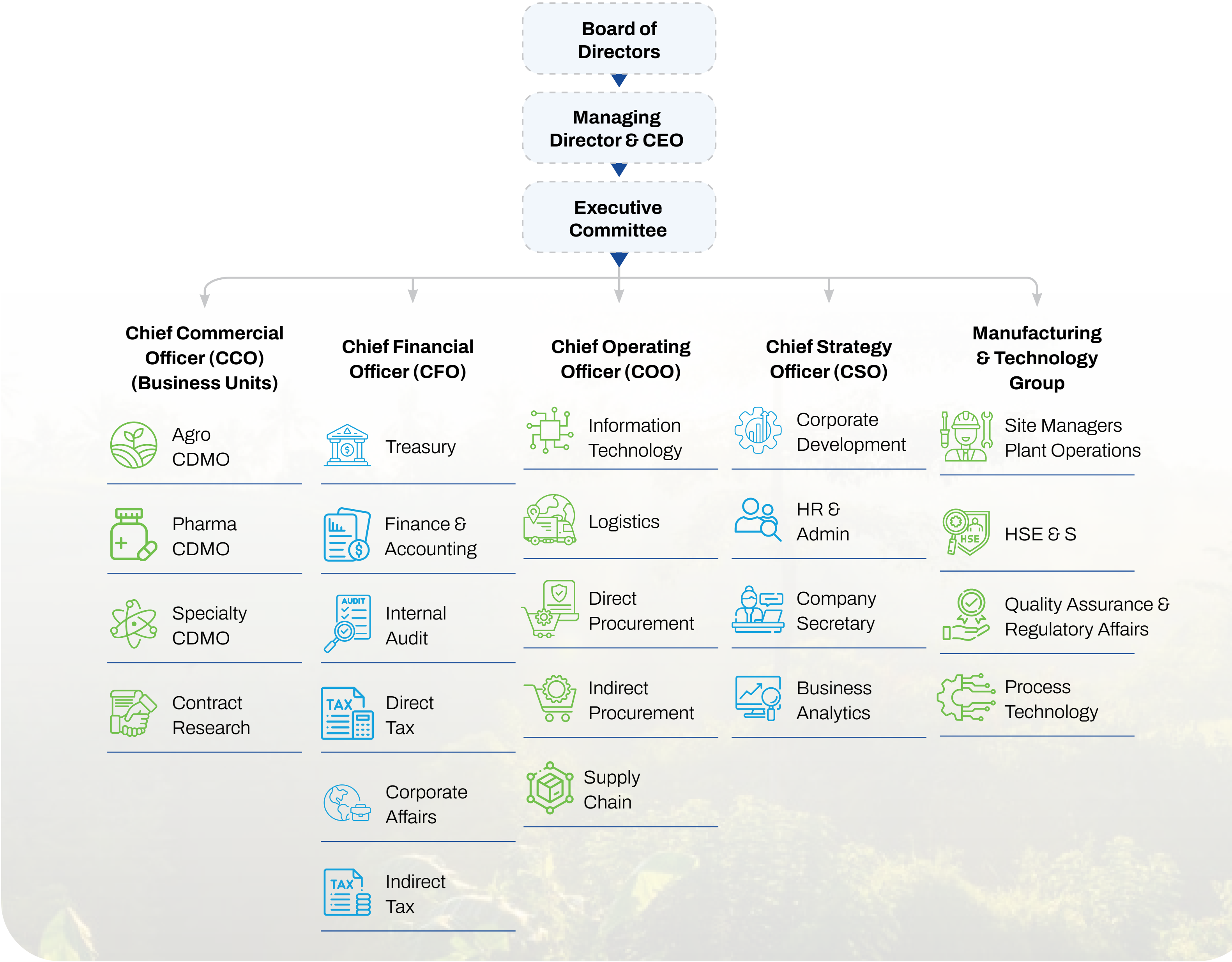
Mr. DVS Narayana Raju

Mr. DVS Narayana Raju, Executive Director, holds M.Tech degree in Chemical Engineering from Indian Institute of Technology, Bombay and has over 36 years of experience. He has been associated with the Company since inception. His expertise lies in operations, project management and regulatory approvals.

CFO Profile

Hemanath Thakar has over 27 years' of work experience in the areas of Finance and Accounts. He has been associated with Deccan since inception. He has vast experience in project viability appraisals, designing internal controls and procedures, and various MIS to facilitate effective decision-making. He has vast experience in installation and operations of SAP Systems. Prior to joining Deccan in 2008, he worked with TCS Limited, Bangalore on SAP Platform. He is an Associate member of the Institute of Chartered Accountants of India.

APEX Level Organizational Chart



Our Board of Directors is composed of individuals from diverse national backgrounds, including representatives from Japan (1), the United States (1), and India (3). This international composition brings a rich blend of expertise and a wide array of educational qualifications, enhancing the depth and breadth of our leadership team.

Board meetings are convened as required, in full compliance with the Companies Act 2013 and the Secretarial Standards prescribed by the Institute of Company Secretaries of India. This ensures that our governance practices meet the highest legal and professional standards.

In the fiscal year 2024-25, the board held eleven meetings. In Board meetings, the regulatory compliance, HSE performance reviews, sustainability initiatives and CSR activities reviews are at the top of the agenda. To promote robust engagement and informed decision-making, meeting dates are carefully coordinated in advance with all directors. This collaborative scheduling approach is designed to maximize attendance and encourage active participation from every board member, fostering a dynamic and effective governance environment.

	2024-25	2023-24	2022-23	2021-22
Board Attendance	100%	100%	100%	97.5%
No. of meetings	11	6	7	8

ESG Governance

Deccan has put in place a strong ESG governance framework to ensure effective oversight, accountability, and the seamless integration of sustainability principles throughout its operations. The Board of Directors plays a key role in providing strategic guidance and oversight on ESG matters, steering the company's sustainability agenda and promoting responsible business practices.

To facilitate the execution of these initiatives, an ESG Steering Committee has been formed. This cross-functional team includes representatives from critical departments such as Procurement, Human Resources, Finance, Compliance, and Site Operations.

Quarterly performance reviews are conducted, with senior leadership maintaining oversight of performance and progress.

At the operational level, dedicated ESG Working Groups have been established, comprising members from both corporate offices and manufacturing sites. These groups are tasked with coordinating and implementing sustainability programs across vital areas including environmental management, health and safety, workforce development, responsible sourcing, community engagement, and regulatory compliance.

Each site also appoints an ESG Single Point of Contact (SPOC) along with technical leads who support data collection, performance tracking, and reporting. This structure ensures consistent, transparent, and ongoing improvement in ESG performance across all locations.

Ethics, Integrity, and Information Security

At Deccan, ethical conduct, integrity, and accountability are the cornerstones of our business practices. We are dedicated to operating in full compliance with all applicable laws, regulations, and industry standards. Our Code of Conduct provides clear guidance to employees, directors, contractors, and business partners on responsible business behavior. It addresses key areas such as anti-corruption, anti-bribery, fraud prevention, conflict of interest management, anti-money laundering, fair competition, gifts and hospitality, protection of company assets, and ethical decision-making. This Code underscores our commitment to transparency, integrity, and respect in all business interactions and is reinforced through regular awareness and training programs to ensure understanding and compliance.

We maintain a zero-tolerance policy towards bribery, corruption, fraud, and anti-competitive behavior. Employees are strictly prohibited from offering, soliciting, or accepting improper payments, benefits, gifts, or other advantages that could influence business decisions or create conflicts of interest. To uphold these standards, we implement robust governance processes, risk assessments, internal controls, and compliance audits designed to identify, prevent, and address potential ethical violations. Additionally, we conduct thorough due diligence on relevant third-party suppliers, contractors, agents, and business partners to assess and mitigate compliance and integrity risks. The effectiveness of these controls is regularly reviewed through ongoing monitoring and internal audit programs.

Information security and data privacy are integral to our governance framework. We have established comprehensive policies and procedures to protect confidential information, intellectual property, customer data, employee information, and other sensitive business records from unauthorized access, disclosure, alteration, or loss. Employees receive regular training on information security awareness, covering topics such as cybersecurity, phishing prevention, data handling requirements, and responsible use of information systems. We conduct periodic information security risk assessments, audits of control procedures, and third party due diligence reviews to evaluate and strengthen our security measures.

To ensure responsible data management, we adhere to defined protocols for data collection, processing, sharing, retention, and disposal, always obtaining stakeholder consent where required. Our Incident Response Procedures (IRP) enable timely detection, reporting, investigation, and resolution of information security incidents and potential breaches of confidential information. Additional safeguards are in place to protect third-party data and ensure compliance with contractual and regulatory obligations related to privacy and data protection.

We continuously foster a culture of ethics, compliance, and information security through ongoing training, communication, monitoring, and leadership oversight. These efforts enhance employee awareness, improve risk management practices, and protect stakeholder interests, ultimately supporting long-term trust and responsible business growth.

Zero
whistle-blower cases in FY 24-25

100%
employee trained on Code of conduct

Zero
cases of anti corruption and bribery

Stakeholder Engagement & Materiality Assessment

Stakeholder Engagement

At Deccan, we understand that strong stakeholder relationships trust, transparency and accountability are fundamental to building a resilient value chain. We actively engage with our stakeholders through structured processes and open dialogue to understand their expectations and evolving priorities. This approach ensures that stakeholder perspectives are integrated into our key decision-making and help advance our sustainability commitments and long-term growth plans.

Our engagement focuses on critical areas such as product quality, process safety, regulatory compliance, environmental performance, innovation, and supply chain responsibility. We leverage diverse channels to connect with stakeholders, engaging on a wide range of topics that are important for them.

Stakeholder Group	Engagement Channels	Topics of Engagement
Employees	• Internal employee communications • Town hall meetings and engaging leadership sessions • Trainings • Team building activities • Engagement initiatives at individual employee level	• Company's mission, vision • Workplace health and safety, compliance • Capacity building (technical and behavioural) • Internal communications and achievements • Sustainability initiatives and thematic programs-volunteering.
Customers	• In-person dialogues • Grievance redressal mechanism • Review meetings	• Product quality & pricing • Trust, accountability, and transparency-based relationship building • Achievement of customers' sustainability and business goals
Vendor partners	• Regular supplier meetings • Supplier audits and onboarding system	• Transparency • Sustainable procurement
Local communities	CSR and social development initiatives	• Environment preservation • Enhanced access to healthcare and education
Government and regulatory authorities	• Mandatory compliance reports • Industry forums, statutory meetings, policy advocacy	• Legal compliance • Compliance with ESG requirements • Contribution to CSR and sustainable development
Investors	Periodic meetings	• Governance and financial performance • Approvals and information required by the Articles of Association • ESG performance • Business updates • Growth strategy and plans
Bankers	In-person meetings/ visits	• Transparent financial transactions • Debt repayment as per agreed schedules

Materiality assessment

To identify and prioritize the issues most material to our stakeholders and our business, we conducted a comprehensive materiality assessment in FY 2021-22. Material topics are those that affect our capacity to generate long-term value while upholding operational excellence, product quality, process safety, regulatory compliance, environmental responsibility, and stakeholder confidence. This assessment examines impacts across our value chain and supports integrating sustainability considerations into our strategic decisions and daily operations.

Approach to Identifying Material Issues

Our materiality assessment followed a structured two-phase process: Identification and Prioritization, each comprising several key steps.

Identification:

1. Review of industry-specific ESG trends, regulatory demands, stakeholder expectations, and Deccan's business priorities. This resulted in a comprehensive set of Environmental, Social, and Governance related topics.
2. Evaluation of key topics based on their potential effects on business performance, operational continuity, environmental impact, product stewardship, supply chain resilience, innovation, and corporate reputation.
3. Assessment of the risks and opportunities linked to each issue to gain a comprehensive understanding of their importance.

Prioritization:

1. Engagement with both internal and external stakeholders to capture their views on the identified topics. These issues were then evaluated and ranked according to their significance to stakeholders and their potential influence on the company's long-term success.
2. The assessment was benchmarked against leading sustainability frameworks and industry best practices to ensure alignment with global standards.

This process resulted in a clearly defined set of material topics that guide our initiatives in performance management and stakeholder engagement. The materiality matrix below presents the outcomes of our materiality assessment, highlighting the sustainability topics that matter most to both our stakeholders and our business. It offers a clear overview of the priority areas that shape our sustainability strategy, inform risk management, and drive long-term value creation.

Importance to Deccan: Represents the significance of sustainability topics to Deccan's business performance, strategic priorities, and long-term value creation.

Importance to Deccan's Stakeholders: Represents the significance of sustainability topics to Deccan's stakeholders, reflecting their expectations, concerns, and priorities.

	Material Issue	Validation
Environment	Energy Management	To strive for sustainable production systems that facilitate consistent decarbonization of our operations.
	Waste Management	This reflects Deccan's dedication to transitioning towards a circular economy and promoting environmental preservation.
Social	Sustainable and Resilient Supply Chain	A resilient supply chain is essential for the sustainability of Deccan's business and its continued growth; it also plays a crucial role in ensuring that our products meet customers' strategic and sustainability goals.
	Human Rights	We prioritize the rights of all stakeholders and are dedicated to ensuring that these rights are upheld throughout our value chain.
	Occupational Health and Safety	We place a high priority on the health and safety of all our stakeholders and are committed to maintaining workplaces that are safe and free from hazards.
	Product and Chemical Safety	This demonstrates our commitment to ensuring that our products are safe for use and have minimal environmental impact.
Governance	Ethics and Governance	We believe that maintaining transparency and integrity, along with integrating sustainability principles into every facet of our business, is essential for growth and success.
	Regulatory Compliance	To maintain high safety and operational standards while safeguarding the credibility and reputation of our business, as well as minimizing our environmental footprint.
	Customer Centricity	In a B2B business like ours, it is crucial to ensure high levels of customer satisfaction to achieve sustained growth and success.

06 SUSTAINABILITY @ DECCAN

6.1 Embracing Sustainability

At Deccan, we understand that sustainability is integral to every stage of our value chain. As a company operating in a resource-intensive industry, we are dedicated to managing our environmental and social impacts while delivering long-term value to our customers, employees, communities, and other stakeholders. Sustainability is deeply embedded in our business strategy, supporting our goals of operational excellence, innovation, and responsible growth.

Our approach centres on improving process efficiency, enhancing environmental performance, and promoting safe, responsible manufacturing practices. By investing in advanced technologies, optimizing resource use, minimizing waste, and maintaining strong process safety systems, we work to reduce our environmental footprint without compromising product quality or regulatory compliance. Guided by our commitment to sustainable development, we consistently integrate ESG considerations into decision-making across the entire value chain. This helps us build a more resilient business, protect the environment, and create lasting value for all stakeholders.

Sustainability Performance Highlights

Our sustainability efforts focus on addressing the Environmental, Social, and Governance (ESG) priorities most relevant to our operations. With clear goals, measurable targets, and structured action plans, we continue to enhance our sustainability performance while generating long-term value for our stakeholders.

During the reporting period, we made significant progress in several key areas that demonstrate our commitment to responsible and sustainable growth:

- Strengthened ESG transparency and disclosure by actively participating in recognized sustainability reporting and assessment frameworks.
- Improved energy efficiency across our manufacturing facilities through process optimization, equipment upgrades, and resource conservation initiatives.
- Enhanced waste management by promoting waste reduction, responsible disposal, and exploring opportunities for resource recovery and circular economy practices.
- Advanced water stewardship by implementing efficiency measures, monitoring systems, and initiatives aimed at reducing freshwater consumption throughout our operations.
- Expanded community development and corporate social responsibility programs to support education, healthcare, livelihood improvement, and environmental awareness in communities near our manufacturing sites.
- Continued embedding sustainability principles into operational decisions, with a strong focus on process safety, regulatory compliance, environmental protection, and responsible manufacturing.

These initiatives reflect our ongoing dedication to integrating sustainability throughout our value chain and continuously improving our ESG performance. By driving operational excellence, environmental responsibility, and positive social impact, we are committed to building a resilient and sustainable business for the future.

6.2 Our Sustainability transition

During the year, we accelerated our sustainability journey by deepening the integration of ESG principles across our operations, governance, and stakeholder engagement. Guided by our sustainability framework, we advanced initiatives that underpin responsible growth, enhance operational excellence, and drive long-term value creation.

Responsible Environmental Stewardship

Environmental responsibility is a core part of our operations. We are dedicated to reducing energy consumption, greenhouse gas emissions, water usage, and waste generation by implementing efficient processes and ongoing improvement initiatives. Our efforts include increasing the use of renewable energy, progressing on our decarbonization path, optimizing water use through conservation and risk management, and promoting circularity by using recycled materials and adopting sustainable waste management practices. These actions reflect our commitment to minimizing environmental impact while supporting responsible and sustainable growth.

Investing in our people

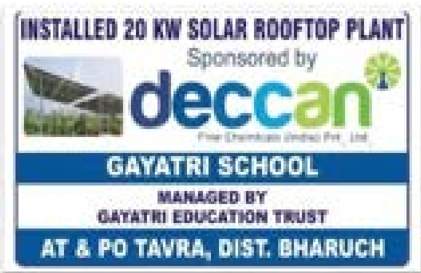
Our people are at the heart of our sustainability journey. We remain committed to investing in their well-being, workplace safety, learning and development, and to fostering diversity and inclusion. Through comprehensive training, engagement programs, and a safety-first culture, we strive to create an inclusive environment where employees can thrive and contribute meaningfully to Deccan's success.

Safeguarding the future

We have strengthened our ESG governance and risk management practices by incorporating sustainability considerations into our decision-making processes. Improved compliance, transparency, and accountability support our goal of building a resilient business that can effectively address emerging environmental, social, and governance challenges.

Engaging our Stakeholders

We continue to generate value through responsible sourcing, supplier engagement, and community development initiatives. By collaborating closely with stakeholders, we have improved sustainable procurement practices and contributed to positive social outcomes in the communities we work among.



6.3 Policies

Our governance framework is underpinned by a comprehensive suite of policies designed to promote responsible business conduct and ethical decision-making across all levels of the organization. These policies cover key areas such as environmental stewardship, human rights protection, and sustainable value chain management, setting clear standards and expectations for our employees, business partners, and other stakeholders.

By establishing these guidelines, we ensure strict compliance with all relevant laws and regulations while reinforcing our unwavering commitment to sustainability, integrity, workplace responsibility, and operational excellence. These policies serve as a foundation for fostering a culture of accountability and transparency throughout our operations.

To remain effective and relevant, our policies are regularly reviewed and updated. This ongoing process allows us to adapt to changing business requirements, meet evolving stakeholder expectations, and align with the latest industry best practices. Through this dynamic approach, we continuously strengthen our governance framework and support the long-term success and sustainability of our business.

ESG Policy Statement

deccan
Fine Chemicals (India) Pvt. Ltd.

Deccan is committed to integrating Environmental, Social and Governance (ESG) principles & practices in all our business operations with the aim of creating long-term value, mitigating future risks and maximizing opportunities.

- We shall incorporate sustainability considerations in all our business strategy and processes.
- We are committed to conducting our business responsibly, with integrity and with respect for all stakeholders interests.
- We shall always comply with all applicable laws, rules, licenses, code of practices and exceed, where practicable.
- We aim to reduce dependency on fossil fuels and increase the use of renewable energy appropriately in our energy mix. Going forward, we will work on identifying opportunities for reducing emissions beyond our operations.
- We are committed to using water judiciously in our operations and ensure safe handling & disposal or re-utilization of waste to conserve energy and promote circular economy.
- We believe that human capital development is critical to our growth. We strive to create an inclusive, safe and healthy workplace for all our employees and business associates.
- We have zero tolerance towards any form of harassment and discrimination and strictly prohibit child labour and any kind of forced labour. We are committed to protecting human rights values across the value chain.
- We strive to build long lasting relationships with our supply chain partners and customers by establishing trust and transparency in our operations.
- We strive to be a part of the communities in which we operate and actively participate in improving the quality of life of the community members through Corporate Social Responsibility initiatives.

This policy is applicable to Deccan's business operations across all locations. It will be implemented by a three-tiered governance structure that oversees our sustainability commitments.

Raju

G. S. Raju

Managing Director
Deccan Fine Chemicals (India) Private Limited.
SMW-POL-003 / Rev.00.

Date: 01/08/2023

HSEQ & EnMS Policy Statement

At Deccan, we strive to achieve excellence in Occupational health, Safety, Environmental performance, Quality and Energy management for sustained success of our business. Our commitment to excellence in the above attributes covers all our stakeholders such as employees, contractors, customers and suppliers it is applicable to our entire business operations and related processes, including procurement and logistics.

Deccan Is Committed to:

- Incorporate HSEC & EnMs and social responsibility principles and practices into all cur business operations, processes and decision making, including investments, procurement, and contractual agreements.
- Frame HSEQ & EnMs objectives and targets with a prioritized action plan for achieving the overall performance and year-on-year goals. Personnel Safety and Environment protection overrides all production targets.
- Comply with all applicable regulatory and other requirements, international standards, guidelines and voluntary programs the company participates in
- Strive for market leadership by supplying high-quality products that meet health, safety environment, regulatory and customer requirements in global markets.
- Secure our facilities, data and digital assets in line with the requirements of all stakeholders.
- Provide an environment friendly, safe workplace and healthy working conditions for the prevention of work-related injuries, illnesses and elimination of workplace exposure related air pollution.
- Prevent and mitigate air pollution arising from operations by ensuring compliance with applicable air quality regulations and by systematically controlling emissions through sound operational practices, where feasible.
- Establish HSEQ risk identification, assessment and control frameworks, supported by adequate resources to achieve the HSEQ & EnMs objectives and targets.
- Consider sustainable technologies and materials, including those that are energy-efficient, water efficient and result in lesser non-GHG air and atmospheric pollutants and waste generation etc.
- Ensure responsible management of materials, chemicals and waste by promoting safe handling storage and disposal practices, minimizing waste generation, and applying appropriate controls for hazardous substances in accordance with legal requirements.
- Build HSEQ & EnMs awareness and competence through training and communication on risk management, Good Manufacturing Practices (GMP) (as applicable), emergency preparedness, energy conservation and pollution prevention.
- Ensure product responsibility by providing accurate and relevant safety information to customers through approved product documentation and safety data sheets enabling safe handling, transportation, and downstream distribution.
- Communication and consultation with our employees, contractors, customers and relevant stakeholders through open
- communication channels towards suggestions on HSEQ policies, product & process safety and to reduce HSEQ risks through engaging them in our continual improvement initiatives.
- Evaluate all projects with respect to HSEQ risks and implement the best available technology to achieve organizational goals.
- Measure the HSEQ & EnMs performance across all business operations through key performance indicators, conduct periodic audits and management reviews, and report progress to management and relevant stakeholders.
- Ensure that all incidents are reported, investigated and root causes identified, for all such incidents, corrective actions shall be taken and recorded.
- Deploy best practices across our business operations, related processes and extend such practices across our value chain (upstream & downstream) as applicable.

* This Policy shall be reviewed periodically for its suitability and update as necessary by the Board.

G. S. Raju

Managing Director
Deccan Fine Chemicals (India) Private Limited.
SMW-POL-001 / Rev.02.

Date: 01/02/2026

Labour & Human Rights Policy

Deccan is committed to respecting and safeguarding Labour & Human rights across all its operations. The Labour & Human Rights Policy provides a structured framework that guides the Company and its employees in upholding these principles and ensures that the same standards are expected from our business partners and other external stakeholders. Deccan uploads all applicable internationally recognized human rights in line with the Universal Declaration of Human Rights and the conventions of the International Labour Organization (ILO) conventions. Through this policy, Deccan clearly states that it does not tolerate any form of human & labour rights abuse or violation, whether within the organization or in the conduct of parties it engages with. The policy also supports our employees in promoting and respecting human rights in their daily work. By embedding these principles into our business practices and partnerships, we aim to ensure that our entire value chain operates responsibly and remains free from human rights violations.
The Human & Labour rights Policy applies to all our employees and all our business partners, with supplier's compliance ensured through contractual provisions,

Labour and Human Rights Commitments

- Committed to provide and maintain a safe and healthy workplace by addressing risks of accidents, injuries and hazards on a continuous basis
- Complies with all applicable labour laws and industry standards regarding minimum wages, working hours, overtime, leave entitlements, and employee benefits. The Company ensures that employees are fairly compensated and treated in accordance with legal and ethical standards, with due regard to employee well-being.
- Committed to regularly assessing individual employee performance and to continuously developing employee skills and capabilities through targeted training. Deccan also commits to providing opportunities for individual development and career advancement in line with organizational and employee needs.
- Promote a positive workplace culture that supports work-life balance and encourages the mental well-being of all employees.
- Deccan respects employee's rights to freely join or form associations, organize, and participate in collective bargaining in accordance with applicable laws. No employee will face discrimination, harassment, or retaliation for exercising these rights.
- We provide opportunity to its workforce for various learning and development programs that are relevant to their role in the organization without differentiation on grounds of gender, age, or physical abilities.
- Deccan strictly prohibits child labour. The Company complies with all applicable laws to ensure that no child is employed in work that may harm their health, safety, or education. Age verification is conducted prior to employment to prevent child labour, and while Deccan does not employ young workers, it remains committed to safeguarding the rights and well-being of any legally permissible young workers, in line with applicable laws and standards.
- Deccan does not employ nor accept any form of forced or bonded labour, prisoners or illegal workers.
- Deccan values diversity and promotes an inclusive workplace where differences are respected and employees feel valued and supported.
- Engaged to create a work environment where all individuals are treated with dignity, respect, and fairness, and are provided with equal opportunities for growth and development. Employment-related decisions, including recruitment, promotion, performance evaluation, training, and compensation, are based on merit, qualifications, and business needs. Discrimination or harassment of any kind is not acceptable, and Deccan expects all employees to conduct themselves in a manner that supports a respectful and inclusive working environment..
- Deccan has a remediation procedure to address cases of discrimination, harassment, or child labour, which includes assessing the severity of the issue, implementing appropriate corrective actions, maintaining clear communication with relevant stakeholders, and monitoring the effectiveness of remedies to ensure long-term resolution and support for affected individuals.
- This policy is reviewed annually and updated in accordance with legal changes and feedback from staff

G. S. Raju

Managing Director
Deccan Fine Chemicals (India) Private Limited.
SMW-POL-006 / Rev.00.

Date: 01/02/2026

Responsible Care Policy Statement

Deccan Fine Chemicals (India) Pvt Ltd is committed to apply the principles of Responsible Care in business operations and continuously improve in area of HSE & sustainability Management, Product Safety, Process Safety Management, Safe Transportation, Employee well-being and Safety of our premises, processes, products, activities.

We are committed to:

- Ensure compliance of the Responsible Care management system and promote sustainability.
- Integrate HSE in our business strategy and processes to go beyond statutory compliances.
- Continually improve HSE performance through effective evaluation of risk, audits and monitoring of performance indicators.
- Operate our plants and facilities in a manner that protects the environment and the health and safety of our employees, the public and other relevant stakeholders.
- Embed HSE culture through evaluation, effective training, participation and communication.
- Promote pollution prevention, minimization off waste, conservation of energy and the responsible use of natural resources.
- Secure our facilities and data in line with requirements of the security code of Responsible Care.
- Ensure safe transportation of Goods and Hazardous waste in line with requirement of distribution code of Responsible Care.
- Participate and promote social and economic well-being of communities in the vicinity of our plants through CSR activities.
- Mutually share best practices and relevant information with industries in our geographies through mutual aids

This policy is applicable to all Employees, Contractors, Subcontractors, Suppliers, who are or who intend to enter into business relationship with Deccan Fine Chemicals (India) Private Limited.

G. S. Raju

Managing Director
Deccan Fine Chemicals (India) Private Limited.
SMW-POL-002 / Rev.01.

Date: 01/07/2024

Sustainable Supply chain Policy Statement

Deccan Fine Chemicals (India) Pvt. Ltd is committed to applying sustainable practices in our business operations. Suppliers and contractors are an integral part of our value chain, and we intend to work with them and enable them to realize long-term success by imbibing the principles of sustainable development in their operations. This "Sustainable supply chain policy" establishes guidelines across Environmental, Social and Governance (ESG) aspects.

We are committed to enhancing the sustainable supply chain processes and work with our partners to:

- Comply with all applicable laws, rules, regulations, licenses and orders applicable to the Supplier's operations.
- Create awareness to value environmental protection through conservation of natural resources and implementation of measures to minimize potential environmental impacts.
- Improve resource efficiency, reduce, reuse and recycle resources on an ongoing basis. .
- Adopt the use of renewable energy resources and continually put efforts to reduce greenhouse gas emissions.
- Establish systems for safe handling, movement, storage of chemicals and waste.
- Operate the plants and facilities in a manner that protects the health & safety of their employees and the surrounding community.
- Embed HSE Culture, adhere to regulations on human rights, working hours & compensation and say no to child labour, forced or compulsory labour & discrimination at the workplace.
- Prevent bribery, corruption and unfair trade practices in doing business.
- Conduct business in a fair & ethical manner and take measures to ensure data privacy.

This policy is applicable to all existing/new suppliers, partners and contractors who are in/ intend to enter into a business relationship with Deccan Fine Chemicals (India) Private Ltd.

G. S. Raju

Managing Director
Deccan Fine Chemicals (India) Private Limited.
SMW-POL-004 / Rev.00.

Date: 01/08/2023

6.4 Task Force on Climate-related Financial Disclosure (TCFD)

Climate change poses a complex array of environmental, economic, and social challenges that can impact our business operations and long-term growth. Acknowledging the need to build resilience in a changing climate, Deccan incorporates climate-related factors into its governance framework, strategic priorities, and risk management processes.

Following the guidelines of the TCFD framework, we strive to deepen our understanding of the risks posed by climate change as well as the opportunities presented by the shift toward a sustainable economy. By integrating climate considerations into our decision-making and performance tracking, we aim to enhance our adaptability, promote responsible business practices, and deliver lasting value to our stakeholders.

The following TCFD disclosure outlines Deccan's approach to climate-related governance, strategic planning, risk management, and performance measurement, in line with TCFD principles.

Governance

Robust governance is the cornerstone of Deccan's climate strategy. Climate-related oversight is embedded at the highest leadership level, with the board providing strategic guidance and tracking progress on sustainability commitments.

A cross-functional ESG governance structure ensures effective implementation across the organization. Key representatives from operations, procurement, finance, human resources, compliance, and sustainability collaborate to identify, assess, and manage climate-related risks and opportunities.

Dedicated working groups support the integration of sustainability initiatives into business operations, facilitate data collection and reporting, and monitor progress against climate goals. This governance framework fosters accountability, strengthens internal coordination, and ensures climate considerations are embedded in business planning and decision-making processes.

Strategy

Deccan incorporates climate-related factors into its short, medium, and long-term strategic planning. Climate scenario analyses are conducted to evaluate the potential impacts of changing environmental conditions, evolving regulations, market shifts, and technological advancements on business performance.

The strategic assessment addresses both physical risks—such as extreme weather events, temperature variations, water scarcity, and supply chain disruptions—and transition risks stemming from regulatory changes, carbon pricing, stakeholder expectations, and the move toward low-carbon technologies.

To build resilience and seize emerging opportunities, Deccan focuses on initiatives including energy efficiency improvements, renewable energy adoption, process optimization, resource conservation, and innovation in sustainable products and solutions. These efforts support business continuity while contributing to broader climate goals.

Risk Management

Climate-related risks are integrated into Deccan's enterprise risk management framework, enabling systematic identification, assessment, monitoring, and mitigation of potential impacts across operations and the value chain.

The company evaluates both physical and transition risks through regular assessments and stays informed on emerging climate developments that may affect business operations. Risk mitigation measures include enhancing operational resilience, strengthening infrastructure preparedness, improving resource efficiency, diversifying supply chains, and implementing business continuity plans. Cross-functional teams collaborate to monitor risk indicators and ensure climate risks are factored into strategic and operational decisions. This integrated approach supports organizational adaptability in a changing climate landscape.

Physical Risk

	Risk	Impacts	Opportunities	Mitigation Actions
Acute Risk Heat Wave	Heat Wave	Rising energy costs supply chain disruptions Elevated health risks for employees reducing productivity.	Usage of more energy efficient equipment	Adopt energy-saving measures to curb cooling costs. Improve heatwave forecasting and preparedness. Strengthen healthcare response to heat-related illnesses. Introduce flexible summer work schedules to protect employee health.
	Storm	Infrastructure damage Supply chain disruptions Power outages Elevated safety risks Inventory losses Communication failures	Resilient Infrastructure	Establishing robust emergency response plans and backup systems Reinforcing infrastructure to withstand storm damage Investing in comprehensive insurance policies.
	Cyclones, Hurricanes, Typhoons, etc.	Implementing alternative energy sources and backup generators Reinforcing structures to minimize storm damage and expedite post-storm recovery.	Resilient Infrastructure	Establishing robust emergency response plans and cyclone-proof infrastructure. Securing business continuity Investing in comprehensive insurance policies
	Flooding	Damage to property and equipment Disruption of supply chains Loss of critical data and records	Resilient Infrastructure	Developing robust business continuity plans Investing in flood-proof infrastructure
	Drought	Limited or prohibited groundwater extraction Escalated expenses Enhanced Cooling costs	Better Management of Water Resources	Investing in water-efficient technologies. Diversifying water sources and establishing water recycling practices. Developing contingency plans
	Heavy Precipitation	Potential damage to infrastructure and inventory Disruption of supply chains Increased likelihood of operational downtime.	Resilient infrastructure	Establishing site selection protocols. Enhancing procedures and strategies. Implementing early warning systems. Preserving and fortifying water catchment areas.

	Risk	Impacts	Opportunities	Mitigation Actions
Chronic Risk	Water Stress	Rising expenses for water procurement. Limited access to groundwater extraction due to regulatory constraints in areas with water scarcity. Escalating costs for obtaining water supplies. Challenges in operational and maintenance activities.	Improved Water Efficiency	Implementing water recycling and reuse systems to minimize freshwater consumption. Investing in water-efficient technologies and processes to reduce usage. Developing contingency plans for alternative water sources during shortages.
	Sea-Level Rise	Indefinite closure of coastal offices resulting from flood damage. Increased running expenses stemming from supply chain interruptions. Huge impact on supply chain	Resilient Infrastructure	Implementing coastal risk zoning and forecasting future sea-level increases. Constructing engineered defences like flood barriers, levees, and sea walls.
	Precipitation Variability	Disruption of supply chains due to unpredictable delivery schedules. Damage to infrastructure from flooding or landslides. Increased insurance premiums and claims for weather-related damage. Loss of Inventory	Resilient Infrastructure	Diversifying supply chains to reduce dependency on single sources. Investing in water storage and management systems for dry periods. Developing contingency plans for transportation and logistics. Implementing predictive analytics Retrofitting buildings with waterproofing and drainage improvements.
	Heat Stress	Decreased employee productivity and increased risk of heat-related illnesses. Potential damage to heat-sensitive equipment and materials, disrupting operations. Increased energy consumption and costs	Enhanced Energy Efficiency.	Implementing climate-controlled environments and cooling systems to maintain optimal workplace temperatures. Scheduling work during cooler hours and allowing for heat stress-related breaks. Providing heat stress training and personal protective equipments.

Transition Risk

	Risk	Impacts	Opportunities	Mitigation Actions
Policy and Legal	Enhanced emissions reporting Carbon pricing and taxation Exposure to litigation	Increased costs due to purchase of carbon credits Increased regulatory costs Penalty for improper waste management Increased cost of waste management systems	Capitalising on the carbon market Investment in renewable energy Promote energy efficient building and operational facilities Improved waste management operations	Increasing energy efficiency and conservation through awareness and monitoring Transitioning to renewable power consumption Strict adherence to regional and international regulatory laws to avoid penalties
Technology	Increase in CAPEX and OPEX due to transition towards low emission technology	Increased capital investment Research and development expenditure in new or alternate energy	Resource efficient technologies to reduce energy consumption	Budgeting and business continuity planning to develop a transition budget plan that runs smoothly and is actively looking out for the changes in the market Exploring new models of funding technological upgradation Setting up internal carbon pricing mechanism to guide budgeting for technology transition
Reputation	Negative stakeholder feedback	Reputation damage for not meeting the stakeholder demand	Improved reputation Improved stakeholder engagement on ESG	Early adoption and development of sustainable products enhance the reputation of Deccan Consistent disclosure to the stakeholders on non-financial Key Performance Indicators (KPI)

Metrics and Targets

Deccan is firmly committed to embedding sustainable practices throughout its value chain. With clear goals set for 2026 and a structured three-year action plan, the company aims to create long-term value for its stakeholders.

To support this commitment, Deccan closely tracks key sustainability indicators such as energy and fuel consumption, emissions, water usage, circular economy performance, and health and safety metrics. Monitoring these parameters enables informed decision-making, improves operational efficiency, and reduces environmental impact across operations.

Detailed metrics and targets are provided in the relevant sections of the sustainability report.

07 ENVIRONMENTAL STEWARDSHIP

7.1 Management approach

Deccan, a fast growing manufacturing company, is deeply committed to reducing its environmental footprint and operating responsibly. We work to minimize the impact of our activities by conserving resources and embedding sustainable practices that actively involve and motivate our employees. All our operational systems are anchored in internationally recognized standards, including ISO 14001:2015 (Environmental Management), RC 14001 (Responsible Care), and ISO 50001:2018 (Energy Management).

By integrating these frameworks across our functions, we ensure environmental performance is rigorously monitored, managed, and continually improved. This approach allows us to transform sustainability from a compliance requirement into a culture of operational excellence.

We continue to expand the share of renewable energy in our overall energy mix and apply circular economy principles to maximize the productive use of waste through co processing. Recognizing water as a critical shared resource, we are prioritizing reductions in freshwater consumption and continually improving resource efficiency across our operations. Comprehensive training on environmental aspects is provided to employees to ensure awareness and effective implementation of our environmental initiatives. Additionally, environmental emergency measures are in place to promptly manage and mitigate any incidents.

Our ESG policy focuses on integrating environmental, social, and governance principles across all operations, emphasizing sustainability, compliance, human rights, environmental protection, and stakeholder engagement, all supported by strong governance.

Similarly, our HSEQ&En policy reflects our commitment to excellence in health, safety, environment, quality, and energy management. These principles are embedded in all business operations, with a strong emphasis on compliance, sustainability, risk management, training, and continuous improvement. Regular monitoring and reviews ensure the effectiveness of these efforts and the protection of all stakeholders. Comprehensive training on environmental stewardship is imparted to employees to cultivate deep awareness and ensure the rigorous execution of our environmental initiatives. Furthermore, robust environmental emergency protocols have been instituted to enable swift response and effective mitigation of any unforeseen incidents. Training on environmental topics was delivered to 100% of the total workforce across all locations during FY2024-25, through internal programs and external training sessions

Environmental risk assessments have been carried out across all operational sites, covering site specific environmental aspects, associated impacts, and applicable regulatory requirements. Compliance reports pertaining to the Environmental Management Plan have been duly submitted to the Ministry of Environment, Forest and Climate Change (MoEFCC).

We are pleased to note that regulatory authorities have imposed no environmental penalties, and our operations do not adversely impact ecologically sensitive areas—reflecting our strong commitment to responsible and sustainable manufacturing practices

7.2 Energy

540281 GJ
Total energy conserved:

Goa	Ankleshwar	Tuni
1268.5	1810.53	537202.4

Strategic Energy Efficiency Initiatives

We are advancing a portfolio of strategic initiatives aimed at enhancing energy efficiency across our operations. The integration of advanced automation systems has significantly improved the precision of energy monitoring and control, enabling more judicious and optimised consumption. Concurrently, we are systematically phasing out legacy infrastructure and transitioning to state of the art, energy efficient technologies that deliver demonstrable performance improvements. In parallel, we are progressively eliminating substances with high global warming potential from our processes, further reinforcing our commitment to environmentally responsible and climate conscious manufacturing.

We adhere to a formalised, ISO 14001 aligned framework to rigorously identify, evaluate, and document environmental aspects and associated risks across both routine and non routine operations. This structured approach supports robust control mechanisms and facilitates continuous enhancement of environmental performance.

In addition, we have implemented an ISO 50001 energy management system, underpinned by a disciplined, data driven methodology and the core elements include strong leadership commitment, comprehensive energy reviews to identify Significant Energy Uses (SEUs), the establishment of stringent baselines and performance metrics, and ongoing data monitoring to drive operational optimisation.

Furthermore, independent third party audits of critical utility systems—including steam, electrical, compressed air, and nitrogen—are conducted to ensure efficiency and reliability. The insights and recommendations derived from these audits are systematically integrated into our energy management programmes, with implementation prioritised in accordance with investment requirements and maintenance considerations.

9.23%
of RE during FY 24-25

9.6%
increase in RE consumption during FY24-25.

Accelerating Renewable energy adaption at Ankleshwar facility
32% more RE consumption.

Green Energy Accomplishments

Sustainable Bio-mass transition

The Santa Monica Works, Goa facility's transition to biomass based thermal energy exemplifies our commitment to pioneering low carbon operations. Currently, over 96% of the plant's thermal energy requirements are fulfilled through biomass derived from agricultural residue, resulting in a substantial reduction in carbon emissions. This approach not only advances circular economy principles but also enhances value creation within the local agricultural ecosystem by productively reutilising waste materials to green energy

Renewable Power Integration

The Ankleshwar facility has made notable strides in decarbonising its electricity consumption through the integration of large scale renewable energy within its power mix. During FY 2024–25, the site procured 24 million units of renewable electricity predominantly sourced from wind and solar—accounting for 45.33% of its total annual electricity consumption.

The plant's leadership in advancing energy efficiency and clean energy adoption has been formally recognised through two distinguished accolades: the National Energy Conservation Award and the CII Energy Conservation Award.

Next-Gen Co-generation Infrastructure

The commissioning of a leading edge co generation unit in 2024 at the Tuni plant marks a significant enhancement of our energy infrastructure. Delivering a 20% improvement in thermal efficiency, the system simultaneously generates electricity and process steam, thereby optimising energy utilisation while materially reducing greenhouse gas emissions. Additionally, it has contributed to a marked reduction in the consumption of diesel and fuel oil. This dual output configuration underscores our commitment to deploying advanced technologies that maximise efficiency and minimise resource wastage

Solar Energy Deployment

Our ongoing solar energy programme continues to reinforce our renewable energy portfolio. Rooftop solar installations across the Goa and Tuni facilities have collectively generated nearly 1.4 million units of clean electricity, reducing reliance on conventional grid power and supporting long term energy sustainability. This initiative is closely aligned with our strategic objective of progressively increasing the share of renewable energy across all manufacturing locations

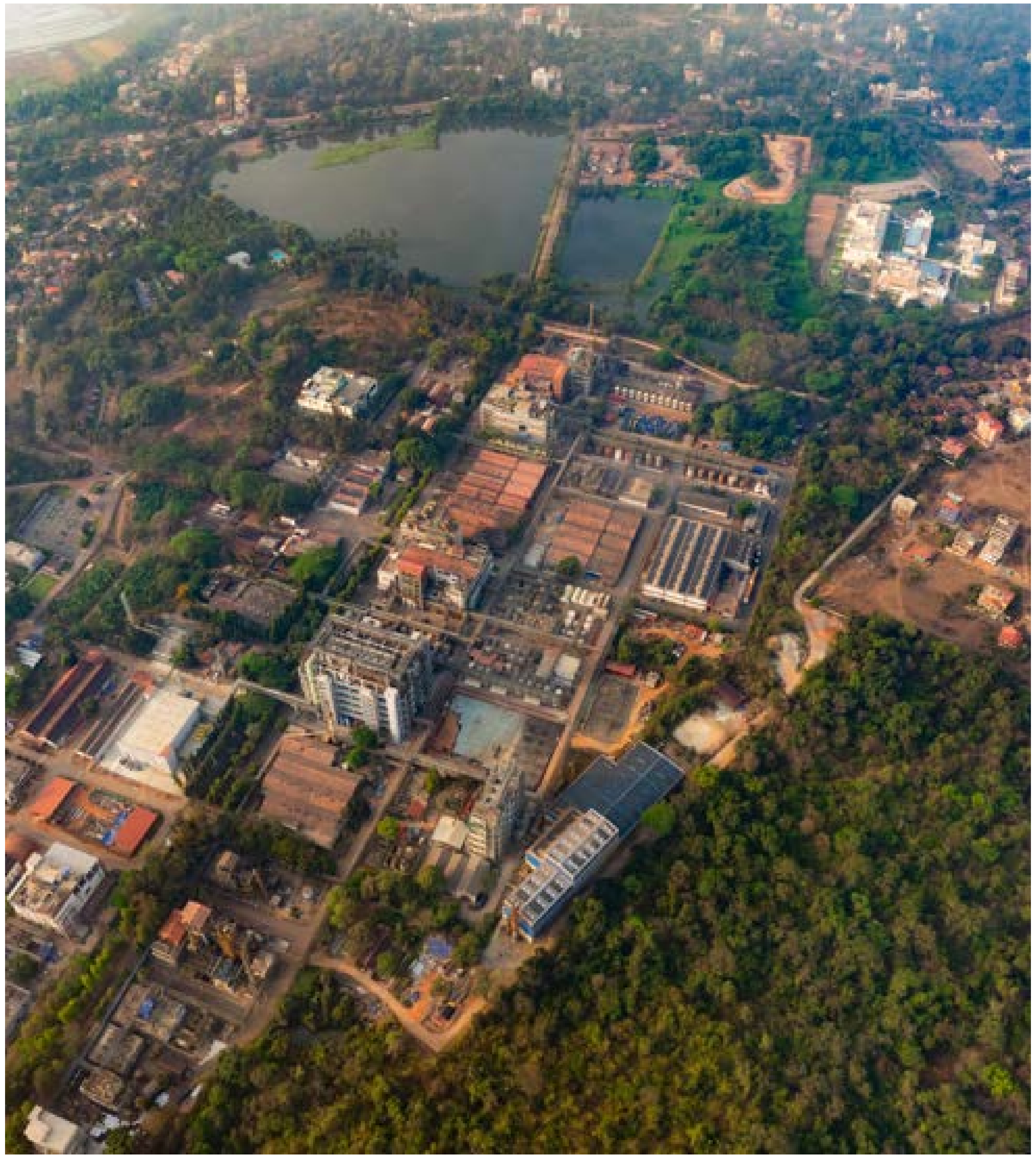
Energy consumption and Intensity Table

Reporting Years	FY 2024-25	FY 2023-24	FY 2022-23	FY 2021-22
Total energy consumed in GJ	57,77,080	53,88,579	55,53,749	42,11,452
Energy Intensity, GJ/ Revenue in INR Cr	715.31	654.01	647.66	685.20

Load-Side Optimization Strategies

During Q2 FY 2024–25, we accelerated our energy transformation journey through the commissioning of the Phase 2 Power Plant, alongside the decommissioning of the legacy Phase 1 facility and EOU boiler. This strategic transition resulted in a significant 20% enhancement in thermal efficiency, elevating performance levels from 53% to 73%.

These gains were achieved through a series of high impact technological upgrades, including the implementation of a high pressure, high temperature boiler system, integration of a high pressure heater, deployment of variable frequency drives across critical boiler operations, and the replacement of the air cooled condenser with a more efficient cooling tower. Collectively, these advancements have modernised our thermal cycle, reduced energy intensity, and further strengthened our commitment to operational excellence and sustainable growth



Integrated Utility Efficiency Enhancement Initiatives

Across FY 2023–24 and FY 2024–25, we executed a comprehensive portfolio of energy efficiency initiatives spanning power, chilled water, and steam systems. These programmes were strategically focused on lowering energy intensity, optimising core utility performance, and modernising process infrastructure to deliver sustained operational efficiencies.

During FY 2024–25, a total of 540,281 GJ of energy savings was realised through the implementation of targeted energy conservation and operational excellence initiatives across our manufacturing facilities

Advanced Power Optimization and Process Efficiency Initiatives

A range of power optimisation measures including the installation of variable frequency drives (VFDs), pump modernisation initiatives, and process level batch cycle time enhancements—were systematically and several of these interventions have already delivered quantifiable reductions in electricity consumption, while others continue to progress as operational performance stabilises

Notably, a VFD pilot for the chilled water circulation pump was discontinued following a detailed evaluation, as the anticipated efficiency gains could not be conclusively validated. This decision reflects our data driven approach to performance verification prior to large scale deployment

Clean Fuel Transition and Emissions Mitigation Strategies

In parallel with its energy efficiency and utility optimisation initiatives, the Santa Monica Works, Goa facility has undertaken significant fuel transition measures to minimise environmental impact and reduce atmospheric emissions. A biomass based boiler has been commissioned to generate steam using agricultural residues such as corncobs, groundnut shells, soybean husk, and rice husk. This transition has substantially reduced reliance on furnace oil and enabled an estimated 75% reduction in greenhouse gas emissions associated with steam generation.

Additional interventions include the substitution of high sulphur furnace oil with Low Sulphur Heavy Stock (LSHS) within the incineration unit and as a standby boiler fuel, resulting in an approximate 60% reduction in sulphur dioxide emissions. These initiatives are further reinforced by operational excellence programmes and the active involvement of the energy management cell in driving low carbon practices at the shop floor level. Collectively, these measures represent a decisive shift toward cleaner fuel adoption and underscore Deccan's long term commitment to sustainable, low emission energy systems

Thermal Performance Optimization in Cooling and Steam Systems

We implemented targeted enhancements across utility and steam systems to improve thermal efficiency. Initiatives focused on reducing cycle times, optimising cooling demand, and strengthening condensate recovery, resulting in measurable reductions in thermal energy consumption. Efforts to recover up to 85% of steam condensate and rationalise cooling water usage are expected to yield sustained utility savings as implementation progresses.

Collectively, these initiatives present a projected savings potential exceeding 1,200 GCal annually, with approximately 220 GCal already realised from operational projects. Several high impact measures are currently in advanced stages of commissioning and engineering refinement, and are expected to unlock additional value upon completion.

Our FY 2024–25 performance reflects steady progress in energy stewardship, with tangible improvements in environmental footprint, operational reliability, and cost efficiency.

Additionally, an independent energy audit conducted in accordance with BEE guidelines identified further optimisation opportunities, reinforcing our ongoing commitment to energy conservation and sustainable operations

Looking ahead, Deccan Chemicals remains steadfast in its commitment to continuously enhance energy performance through the adoption of emerging technologies, expansion of its renewable energy portfolio, and close collaboration with internal and external stakeholders.

Our transition to a low impact energy paradigm represents a long term strategic commitment one that strengthens organisational resilience, delivers value to surrounding communities, and contributes meaningfully to global climate imperatives. We are confident that our ongoing initiatives will continue to generate sustained value for both the business and the environment

7.3 Water

Desalination Plant at Tuni Site

At Deccan, water stewardship is treated as a strategic priority, guided by a long term, intergenerational sustainability vision. We have committed to reducing freshwater intensity by 10% by 2026 through minimising dependence on external sources and accelerating the use of desalinated seawater, along with enhanced recovery, recycling, and reuse of process water. Over the past four years, freshwater consumption across manufacturing sites has declined from 42% to 25%, with no groundwater usage for either industrial or domestic purposes. In parallel, we are targeting the reuse of at least 20% of total water consumption and progressing toward formal adoption of the WASH Pledge, supported by advanced water management technologies.

During FY 2024–25, we successfully recycled 3,56,695 m^3 of water through key initiatives, including condensate recovery, cooling water reuse via RO systems, multiple effect evaporation, process water recycling, and gas scrubbing.

Water efficiency is further enhanced through the adoption of dry vacuum pumps and integrated heating and cooling systems that minimise consumption and contamination.

Our approach is underpinned by rigorous water governance practices, including comprehensive audits, risk assessments, and site wide water mapping. Real time monitoring through calibrated metering systems and SCADA enabled flow measurement ensures accurate tracking of water use, with performance reviewed regularly by plant leadership and senior management.

Independent third party audits and internal evaluations further strengthen oversight, ensuring regulatory compliance and alignment with global best practices. Collectively, these measures reinforce Deccan's operational leadership in sustainable water management, resource optimisation, and environmental responsibility

Total water consumption (m^3)

Year	2024-25	2023-24	2022-23	2021-22
Fresh water from sea water desalination RO for industrial + Domestic use	23,69,057	21,90,644	18,06,571	9,01,345
Surface Water supplied by public water supply division	7,26,029	6,32,800	6,01,873	5,49,496
Harvested rainwater	3,46,170	2,06,458	1,99,740	1,37,128
Third party water supply source	1,91,352	2,03,431	2,06,658	1,88,978
Ground Water	0	0	0	0
Total Fresh Water Consumption (in m^3)	36,32,608	32,33,333	28,14,842	17,76,947
Revenue (in Cr. INR)	8,076.33	8,239.27	8,575.16	6,146.33
Specific Fresh Water Consumption (m^3/Revenue, INR Cr.)	449.78	392.42	328.26	289.11

Total treated wastewater discharge (m^3)

Treated Wastewater discharge by source	2024-25	2023-24	2022-23	2021-22
Treated wastewater (Industrial +Domestic) discharged to sea / brackish water canal	11,26,843	8,51,106	9,29,699	7,24,731
Treated wastewater (Industrial +Domestic) discharged to CETP	1,14,065	1,11,074	1,20,354	1,11,852
Total Treated Wastewater discharge	12,40,908	9,62,180	10,50,053	8,36,583
Revenue (in Cr. INR)	8,076.33	8,239.27	8,575.16	6,146.33
Wastewater Generation intensity (m^3/Revenue, INR Cr.)	153.65	116.83	122.45	136.11

At the Ankleshwar facility, water is primarily sourced from Gujarat Industrial Development Corporation (GIDC's) surface supply and authorised third party tankers, with groundwater use fully discontinued since FY 2021–22. Rooftop rainwater harvesting systems have been implemented and 3817 m^3 of harvested rainwater was directly utilised during FY 2024–25. In addition, water recovered through the Multiple Effect Evaporator (MEE) contributes nearly 6% (10800 M^3) of the site's total water requirement, significantly reducing freshwater dependency.

Santa Monica Works, Goa facility operates predominantly on Public Works Department surface water, supplemented by rainwater harvesting, which meets nearly 25.3% of demand. Desalinated brackish water is maintained as a contingency source. Infrastructure enhancements, including reservoir expansion, have strengthened water security. Sustained efficiency programmes have consistently reduced water consumption, supported by process optimisation, reduced incineration demand, and extensive recycling and reuse practices. The facility operates entirely without groundwater extraction.

At Tuni, a complete transition to desalinated seawater for industrial use has been achieved since FY 2020–21, supported by a 10 MLD desalination plant. Wastewater is managed through segregated streams—desalination reject water is treated and safely discharged, while industrial effluent undergoes comprehensive multi stage treatment prior to compliant release.

Ongoing initiatives, such as steam condensate recovery for boiler feed, are expected to conserve over 55,000 m^3 of freshwater annually while improving energy efficiency.

Across all locations, real time monitoring systems, rigorous audit frameworks, and stringent regulatory compliance underpin water governance. Comprehensive engineering safeguards including closed loop conveyance systems, secondary containment structures, impermeable infrastructure, and periodic environmental surveillance, effectively mitigate any risk of contamination. As a result, the organisation has maintained an unblemished record, with no water related incidents reported over the past four years.

Parameters	FY2024-25	FY2023-24	FY2022-23	FY2021-22
Flow in m^3	1,240,908	9,62,180	10,50,053	8,36,582.8
COD in mg/l	172	184	142	161

7.4 Emissions

Briquette Boiler

At Deccan Chemicals, the mitigation of air emissions constitutes a core pillar of our environmental management strategy, underscoring our commitment to climate stewardship and pollution abatement. We have instituted a comprehensive emissions management framework encompassing both direct (Scope 1) and indirect (Scope 2) emissions.

Scope 1 emissions account for approximately 79% of our overall greenhouse gas footprint, while Scope 2 emissions contribute the remaining 21%. Within Scope 2, a detailed breakdown indicates that grid supplied electricity represents 86%, with externally sourced steam accounting for the balance of 14%. All emissions are quantified in accordance with the Greenhouse Gas (GHG) Protocol, ensuring a high degree of accuracy, consistency, and transparency in our reporting

For the quantification of Scope 1 emissions, emission factors have been sourced from the IPCC Fifth Assessment Report (AR5), while our Scope 2 emissions have been calculated using the grid emission factors published by the Central Electricity Authority (CEA) of India.

Scope-1 Emission - tCO_2e

Reporting Year	2024-25	2023-24	2022-23	2021-22
Total	4,38,174	3,94,097	4,20,911	3,04,996

Scope-2 Emission - tCO_2e

Reporting Year	2024-25	2023-24	2022-23	2021-22
Total	1,15,608	1,51,253	1,56,160	1,38,446

GHG Intensity (tCO_2e / Revenue, in INR Cr.)

Reporting Year	2024-25	2023-24	2022-23	2021-22
Total Emissions (tCO_2e) (Scope 1 + Scope 2)	5,53,782	5,45,350	5,77,072	4,43,442
Revenue, in INR Cr.	8076.3	8,239.3	8,575.2	6,146.3
GHG Intensity tCO_2e/ Revenue, in INR Cr.	68.57	66.19	67.30	72.15

Ozone Depleting Substances (tons)	Ozone Depleting Potential	Source of emission	2024-25	2023-24	2022-23	2021-22
HCFC or R-22	0.05	Chiller/Air Conditioning	0.088	0.0635	0.0755	0.042

Further decarbonisation has been achieved through the substitution of high sulphur furnace oil (2.5% sulphur) with Low Sulphur Heavy Stock (LSHS) in incineration and standby boiler operations, resulting in a 60% reduction in sulphur dioxide emissions. Additionally, the replacement of high sulphur diesel (350 ppm) with low sulphur liquefied petroleum gas (<100 ppm) in oil heating systems has delivered sustained reductions in both sulphur dioxide and carbon dioxide emissions since 2018. To address particulate emissions, electrostatic precipitators have been installed, enabling efficient capture of particulate matter, which is subsequently repurposed in brick manufacturing, thereby eliminating atmospheric discharge.

At the Ankleshwar facility, emission control initiatives have yielded substantial improvements, with emission intensity reduced to 5.8 per metric tonne of product, representing a 45% reduction from the FY 2021–22 baseline. This achievement reflects the effectiveness of our structured, site specific emission abatement strategies when implemented at scale

Next-Phase Climate Priorities

In pursuit of innovative climate mitigation, we are actively investing to increase the proportion of renewable energy within our total energy mix and boost the throughput from our existing combined heat and power plant. Additionally, we are evaluating the feasibility of advanced carbon capture and sequestration opportunities, with plans to initiate pilot trials shortly. These initiatives are expected to play a pivotal role in reducing our long-term greenhouse gas emissions and advancing our overall sustainability ambitions.

Furthermore, we maintain a sharp focus on operational excellence and energy optimization to reduce the consumption of raw materials and utilities. These efforts are supported by periodic energy audits and the deployment of structured energy management systems across all operational sites, driving sustained improvements in our energy efficiency.

Through strategic planning, site specific interventions, and alignment with globally recognized standards, we continue to systematically reduce our environmental footprint. A robust, data driven governance framework enables continuous performance evaluation, identification of optimisation opportunities, and reinforcement of our commitment to sustainable industrial development.

Deccan Chemicals is currently progressing toward the integration of seven business-relevant Scope 3 emission categories into our carbon accounting framework. As we strengthen our focus on value-chain decarbonization, it is clear that addressing upstream emissions—which often significantly exceed those from our direct operations—requires active engagement with our vendors.

To effectively manage this transition, we will prioritize several strategic actions. First, we will conduct a hotspot analysis to identify the specific raw materials and suppliers contributing most to our emissions, ensuring our reduction efforts are data-driven. We also intend to implement target cascading by requiring Tier 1 and Tier 2 suppliers to establish Science Based Targets (SBTs) and transition to renewable energy.

Furthermore, our procurement guidelines will be updated to prioritize low-carbon or recycled materials, and we will utilize platforms like CDP to drive environmental disclosure across our supply base. Finally, we will focus on logistics optimization to immediately reduce transport-related emissions through more efficient distribution networks.

Our emissions reduction roadmap is being progressively aligned with the Science Based Targets initiative, ensuring consistency with evolving climate science. In parallel, we have initiated measures to phase out ozone depleting substances in utility operations, further enhancing our environmental safeguards and regulatory compliance.

Air Emissions, Particulate Control, and Noise Management

Our facilities has instituted a comprehensive suite of preventive and control measures to effectively manage dust, particulate matter, and airborne pollutants arising from its operations. Electrostatic precipitators serve as a primary pollution control mechanism, enabling efficient capture of particulates and their subsequent recovery for reuse in downstream applications such as brick manufacturing. This is complemented by advanced filtration systems—including bag filters, HEPA filters, and carbon filters—deployed across manufacturing and waste treatment facilities to minimise airborne emissions.

Robust process and engineering controls have been embedded to mitigate fugitive emissions within production environments. All reactors are equipped with dual stage condensers (primary and secondary), supported by chilled water and brine systems to ensure effective vapour condensation. Condenser vents are routed through multi stage scrubbing systems to reduce solvent losses and control corrosive gas emissions, while cooling of receivers further limits atmospheric release.

Chemicals and solvents are handled within closed systems, with enclosed transfer mechanisms and scrubber connected vents eliminating fugitive emission risks. Traffic related emissions are addressed through paved internal roadways, stringent housekeeping practices, and proactive vehicle maintenance. Preventive maintenance protocols include routine inspection of seals, valves, flanges, and tank vents, alongside submerged filling practices for liquid fuel handling.

Advanced monitoring infrastructure, including online continuous process and emission monitoring systems, is installed across key vents and stacks to enable real time tracking and control of emissions. Ambient air quality is similarly monitored through continuous systems to ensure compliance. Noise levels are effectively managed through engineered controls such as acoustic enclosures, silencers, vibration dampeners, and systematic maintenance practices, ensuring adherence to regulatory standards.

Further strengthening emission control, Deccan employs closed loop chemical handling, reflux condensers with multi stage cooling, and mechanical seals on critical equipment to prevent leakages. Predictive and preventive maintenance systems, supported by safety critical equipment tracking, ensure operational reliability. Additionally, all pipelines are routed above ground on structured racks, minimising contamination risks while enabling rapid inspection and maintenance.

Collectively, these integrated measures reflect a rigorous, technology driven approach to emissions management, ensuring environmental protection, operational safety, and regulatory compliance

Aspect (tonnes)	2024-25	2023-24	2022-23	2021-22
NOX	131.37	148.61	123.61	94.27
SOX	42.69	44.94	59.27	64.12
Particulate Matter	38.00	59.01	44.80	38.88
Others (Including Hazardous Air Emissions, POP, and VOC)	4.23	5.89	4.71	0.12

All our manufacturing facilities has also deployed a Gas Leak Emergency Management (GLEM) van equipped with gas detectors, breathing apparatus, water curtain nozzles, PPE, and specialized emergency response tools. In parallel, a Leak Detection and Repair (LDAR) program has been implemented to control volatile organic compound emissions through systematic identification, monitoring, repair, and reporting of leaks.

Noise Pollution Management

Comprehensive noise monitoring programs are in place to protect employees and surrounding communities. Noise levels are routinely measured, high noise zones are identified, and engineering controls are applied to reduce exposure. These areas are clearly marked, and employees undergo audiometric testing as part of annual medical evaluations. Noise generating equipment such as compressors, boilers, and DG sets are enclosed within acoustic barriers, fitted with silencers, and isolated using vibration dampers. DG sets operate only during power failures and are fully acoustically enclosed. The design threshold for plant equipment complies with OSHA guidelines, maintaining noise levels below 85–90 dB(A).

Additional mitigation measures include greenbelt noise barriers, sound absorbing panels, insulation of production zones, and the use of vibration isolators. Where residual noise persists, appropriate PPE—including ear plugs and earmuffs - are provided. Operational controls such as preventive maintenance, vibration monitoring, and periodic inspections further enhance noise abatement performance. A noise preventative maintenance plan is also implemented to replace equipment parts that have the potential to create abnormal noise, ensuring early intervention and sustained noise control.

Collectively, these integrated controls demonstrate Deccan's disciplined approach to air quality management, emissions reduction, and employee welfare, reinforcing its commitment to cleaner production and environmental responsibility.

Multi-Stage Scrubbing System

7.5 Waste

Sustainable management,of waste has been identified by Deccan as a critical environmental priority, driving a focused transformation in the way waste is generated, managed, and diverted through reuse and recycling. As part of this approach, the organization has set a target to reduce waste generation intensity by 10% against the baseline by 2026 and 32% reduction waste generation intensity until FY 24-25. While steadily, increasing the proportion of waste diverted away from landfill disposal to minimize environmental impact. In parallel, Deccan is strengthening raw material sustainability by targeting the incorporation of recycled content into 15% of total raw material inputs by 2026, thereby reducing dependence on virgin resources and associated environmental impacts. The company has also set an objective for 50% of its packaging materials to be recyclable, supporting circular economy outcomes and improved material recovery. To further reduce packaging waste, opportunities to transition from smaller packaging units to bulk containers for raw materials are being evaluated to enhance operational efficiency. 100% of the employees at our manufacturing facilities receive awareness training on waste management and the need for waste minimization, hazardous waste disposal, segregation and safe disposal.

Deccan has implemented comprehensive waste minimisation initiatives across its operations, extending beyond site boundaries through collaborative and integrated waste management practices. These efforts focus on reducing the generation and toxicity of hazardous substances, as well as minimising material consumption through process optimisation. The systematic use of recovered inputs, structured waste segregation, and detailed waste stream mapping are central to our approach, enabling enhanced resource efficiency through reuse, recovery, and repurposing of materials.

Strategic partnerships with the cement industry have facilitated the diversion of hazardous and other waste for co processing, enabling waste heat recovery while reducing reliance on low sulphur heavy stock (LSHS) and lowering water consumption at partner facilities. All hazardous substance storage containers are labelled in accordance with Globally Harmonized System (GHS) requirements, and waste containers comply with applicable hazardous waste management regulations. Transboundary waste movement is managed in strict adherence to the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016. A robust manifest system ensures end to end traceability, with GPS enabled tracking of hazardous waste transport, and statutory returns are duly filed with regulatory authorities. Third party waste handling, treatment, and disposal facilities are regularly trained, inspected, and audited to ensure full compliance and safe disposal practices.

While emissions associated with diesel based waste transportation remain neutral across disposal pathways, overall emissions have declined due to reduced on site incineration. During FY 2024-25, we have diverted approximately 88.2% of the total waste generated from operations /away from landfill through recycling, co-processing, and incineration, demonstrating our strong commitment to resource recovery and sustainable waste management practices.

These outcomes are enabled by continuous monitoring, structured performance reviews, and a sustained focus on advancing Deccan's waste reduction and circularity objectives

Waste Disposed (in Tons.)

Hazardous waste disposal route	2024-25	2023-24	2022-23	2021-22
Co-Processing	48,266	51,777	49,914	40,663
Recycling	2,625	1,591	12,641	7,014
Incineration	3,178	4,754	3,595	4,377
Landfill	8,681	9,922	11,160	9,682
Total Quantity (Tons)	62,749.96	68,045	68,058	70,987
Revenue, in INR Cr.	8,076.3	8,239.27	8,575.16	6,146.33
Hazardous Waste Generation in Tons/ Revenue, in INR Cr. (Baseline)	7.77	8.26	7.94	11.55
Non-Hazardous Waste for Recycling	10,845	9833	9023	8756

Deccan's commitment to sustainability and focus on circular economy models include initiatives such as Valorization of by-products, hazardous waste for Waste heat utilization, Recycling and reuse of hazardous waste, 100% recycling of non-hazardous waste

To further embed circular thinking at the operational level, our manufacturing sites have undertaken customized waste minimization projects. These efforts reflect our commitment to localized innovation and delivering a measurable impact on our environmental footprint.

A diverse portfolio of projects supports waste prevention, recovery, and reuse across operations. Dilute hydrochloric acid is recovered and reused through the continuous operation of an HCl absorber system, eliminating the need for caustic neutralization and reducing wastewater generation. Lean water wash streams are recycled back into manufacturing processes, conserving water and lowering effluent volumes. Catalyst efficiency improvements have reduced material losses, decreased energy demand for recovery, and improved overall process performance. Energy savings and operational simplification have been achieved by shifting from continuous liquid-liquid extraction to batch extraction processes. Packaging material recycling programs help conserve resources and reduce dependence on newly manufactured packaging. Steam consumption during distillation has been optimized through advanced process controls, installation of steam traps, and preventive maintenance. Reusable chemicals are segregated and reprocessed for recycling, while non hazardous waste streams are fully recycled. Additional measures include reducing catalyst and key raw material usage through process optimization, minimizing equipment numbers and failures through process modifications, improving solvent recovery efficiency and transitioning the transport of raw materials and finished goods from drums to tankers and ISO containers.

Training on type of waste generated, waste segregation, colour coding of bins for collection, storage, and appropriate disposal methods is conducted on a biannual to all the employees and contractors at site, with 100% coverage across the organization.

Supported by a strong focus on operational excellence and lean manufacturing, these initiatives have strengthened Deccan's waste management performance and sustainability outcomes in FY 2024-25.

7.6 Biodiversity

Miyawaki Technique Based Plantation at Santa Monica Works, Goa facility

At Deccan, the preservation and enhancement of biodiversity form a core pillar of our sustainability philosophy, going well beyond regulatory obligations. Ecological considerations are actively integrated into our business decisions, reflecting our belief that resilient ecosystems are fundamental to long term sustainable growth. We are committed to conducting our operations in a manner that supports ecological balance and enables harmonious coexistence between industrial activity and the natural environment.

During FY 2024–25, Deccan strengthened its green footprint across operational locations. 600 saplings were planted within company premises, while 195000 existing trees were protected and maintained across our sites. Together, these efforts contribute meaningfully to local ecological stability by supporting biodiversity, enhancing air quality, and providing habitats for a wide range of flora and fauna. In addition to on site initiatives, Deccan expanded its afforestation efforts beyond its boundaries by planting 54650 saplings at off site locations, reinforcing our role in landscape level ecological restoration and climate mitigation.

Agroforestry represents a key component of Deccan's biodiversity agenda. Through a sponsored large scale agroforestry project, the company has committed to planting 100000 trees as part of a long term environmental restoration initiative. As of FY 2024–25, approximately 54.65 percentage of the planned plantation has been completed by the implementation partner. This initiative enhances carbon sequestration while promoting biodiversity friendly agricultural practices that support local livelihoods.

As part of our continued focus on environmental protection, Deccan has supported greenbelt development initiatives over recent years using the Miyawaki method, a high density afforestation technique. Under the Reva Aranya project, driven by the Bharuch Citizen Council, 7700 saplings have been planted to date; 1700 plants during FY 24-25, 6000 plants during 2022-2023. In addition, Deccan provides support to the "My Livable Ankleshwar Initiative," led by the Bharuch District Collectorate, which aims to enhance green cover, improve urban ecosystems, and promote a cleaner and livable Ankleshwar city.

Wildlife Conservation and Habitat Creation

Deccan's biodiversity efforts also extend to wildlife conservation and habitat creation. Collaborative engagement with the Visakhapatnam Zoo enables the company to support the care and wellbeing of several animal species through adoption programs and the development of species appropriate habitats. The construction of specialized enclosures, including those designed for Red necked Wallabies, reflects our commitment to improving animal welfare and conservation outcomes.

In partnership with the Wildlife Trust of India, Deccan supports the White winged Duck Conservation Project, a focused initiative aimed at restoring habitats and reversing the population decline of this endangered species. By strengthening ecosystem health, the project contributes to the long term preservation of biodiversity. Deccan's involvement with the Indira Gandhi Zoological Park in the creation of habitats for red necked wallabies further aligns with our conservation ethos while also enhancing education and awareness among visitors.

The Santa Monica facility exemplifies the successful integration of industrial operations with ecological preservation. The presence of diverse flora and fauna within the facility demonstrates effective biodiversity management and highlights the site's role as both a refuge for local wildlife and a model for sustainable industrial practices.

Through collaboration with Wildlife SOS, Deccan extends its conservation support to iconic and vulnerable Indian species such as elephants, sloth bears, and leopards. These efforts directly contribute to animal rescue, rehabilitation, and long term care while advancing broader wildlife conservation initiatives. Additionally, Deccan has supported the development of the Kaziranga Discovery Park near Kaziranga National Park, an initiative focused on conservation education and ecotourism. This project plays an important role in raising public awareness and fostering appreciation for biodiversity.

A major milestone in Deccan's nature based climate action is the recognition received by the Goa facility through a Carbon Sequestration Certificate. During FY 2023–24, the plantation of 12320 trees contributed to the sequestration of 2941.6 tonnes of CO_2 over 15 years, supporting climate change mitigation and ecological restoration efforts in the region.

Collectively, these biodiversity initiatives strengthen Deccan's environmental credentials and reinforce stakeholder confidence. Beyond reputational benefits, they deliver tangible ecological value by supporting genetic diversity, enhancing ecosystem resilience, and sustaining essential ecosystem services such as pollination, soil health, and water regulation. Deccan's approach reflects a clear understanding that long term business success is closely linked to the health of the natural systems in which it operates.

As Deccan continues to evolve and expand its biodiversity programs, the company remains committed to fostering resilient ecosystems and contributing to a nature positive future for present and future generations.

Carbon Sequestration study conducted in FY 24-25 for the saplings planted during FY 23-24

08 INCLUSIVE SOCIAL IMPACT

8.1 Management approach

At Deccan, value creation is approached holistically, encompassing all stakeholders—both within and beyond the organization—including employees, suppliers, and the communities where we conduct our operations. We are steadily integrating leading Environmental, Social, and Governance (ESG) standards into our core business practices and cascading these expectations across our value chain to enable enduring, long-term value creation.

We recognize our workforce as the stewards of our organizational purpose and strategic goals, and therefore place strong emphasis on their well-being, professional advancement, and engagement. Our organizational culture is rooted in the principles of diversity and inclusion, fostering an environment where every employee feels respected, supported, and empowered to achieve their personal and professional ambitions.

Aligned with our sustainability philosophy, we firmly believe in "investing in people." This commitment is reflected in our focus on continuous learning, capability building, and the provision of a safe, healthy, and supportive workplace. Comprehensive policies and structured systems govern our recruitment, onboarding, and training processes, ensuring employees are well prepared to meet evolving business requirements.

Our employee benefits framework extends well beyond statutory requirements, reflecting a strong commitment to employee wellbeing. Performance management is grounded in transparency and objectivity, with clear Key Performance Indicators (KPIs) guiding evaluation. Outcomes from these assessments inform future goal setting, ensuring alignment between organisational priorities and individual career aspirations.

Health, Safety, and Environment (HSE) are integral to our operational ethos. Our HSEQ & En policy underscores a steadfast commitment to maintaining rigorous standards that enhance operational excellence, build customer trust, and enable sustainable growth. Mandatory training programmes ensure that all employees consistently uphold our safety first culture.

Deccan has instituted a robust Whistleblower Mechanism, enabling employees and stakeholders to confidentially report ethical concerns, policy violations, or misconduct including issues such as forced labour, discrimination, corruption, and data breaches. Reports are handled with strict confidentiality, with zero tolerance for retaliation. An Ethics Committee comprising senior leadership ensures timely review and resolution of all cases

Beyond our operations, Deccan actively contributes to the socio economic upliftment of underserved communities through initiatives in healthcare, education, environmental sustainability, and skill development. Our Corporate Social Responsibility programmes encourage employee participation, fostering meaningful social impact while strengthening organisational engagement

We approach supplier relationships as long-term collaborations rather than transactional arrangements. Our Supplier Code of Conduct and Sustainable Supply Chain Policy define key ESG priorities and guide responsible business practices across our supply network. We work closely with suppliers on initiatives aimed at reducing environmental impacts while safeguarding human rights and ethical standards.

Deccan maintains a firm policy against making political donations or expenditures of any kind, including contributions to political parties, lobbying activities, trade associations, or entities seeking to influence public policy or legislation. This position underscores our commitment to integrity, ethical conduct, and unbiased value creation for all stakeholders.

As we continue to strengthen our social performance, we invite stakeholders to review the following sections for further details on our initiatives and progress. Through sustained efforts, Deccan is advancing operational sustainability while actively supporting the development of a fairer and more responsible industry ecosystem.

Employee Focus

3388
Full-time employees

39500
man-hours of training.
Role-based training matrix

100%
coverage of eligible employees under the annual performance review process

8.2 Corporate social responsibility

Introduction

CSR Policy & Philosophy

At Deccan, Corporate Social Responsibility is an important criterion of our business philosophy. We are committed to enhance value and promote sustainability through the development of the environment viz-a-viz benefitting the social welfare of communities. Our CSR programs are focused on the areas surrounding the locations where we operate. Since inception, we have actively pursued community initiatives anchored in a shared goal of mutual growth, prosperity and development. Our engagement goes far beyond financial support alone. We prioritize efficient, on-ground execution of projects that deliver enduring, positive changes in the long term.

Annual trend of CSR Expenses

CSR Theme	FY 2024–25	FY 2023–24	FY 2022–23
Agricultural	-	-	0.11
Art & Culture	0.58	0.23	0.33
Education	2.00	1.67	2.06
Environment	3.63	1.20	1.68
Healthcare	8.12	6.56	3.67
Rural Development	9.35	10.84	10.20
Sports	0.10	0.08	0.15
Women Empowerment	0.55	0.77	0.52
Annual CSR Spent (INR Cr.)	**24.33**	**21.36**	**18.71**

Table 1: CSR Theme Classification: Annual Expenses (INR Cr.)

CSR at a Glance

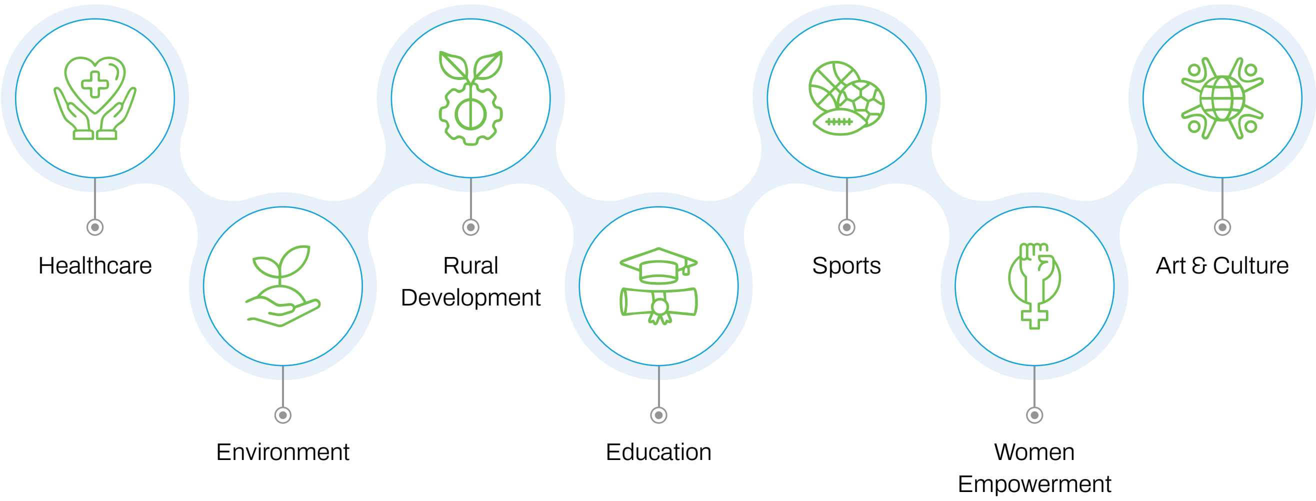
INR 24.33 Cr
Total CSR Investment

Nearly 75000+
Total Beneficiaries

3
Operational Sites

1
Corporate office

In FY 2024–25, Deccan Fine Chemicals invested INR 24.33 crore in community development, reaching Nearly 75000+ beneficiaries across communities surrounding our three manufacturing locations. Working closely with credible partners and engaging our employees, our CSR programs span across seven pillars, namely:



This year, a major share of our spending went towards Rural development & Health care, reinforcing our commitment to improve access to essential medical support. We have also invested significantly in Education and Community Infrastructure, thereby addressing key requirements of our stakeholders.

Annual CSR Spent

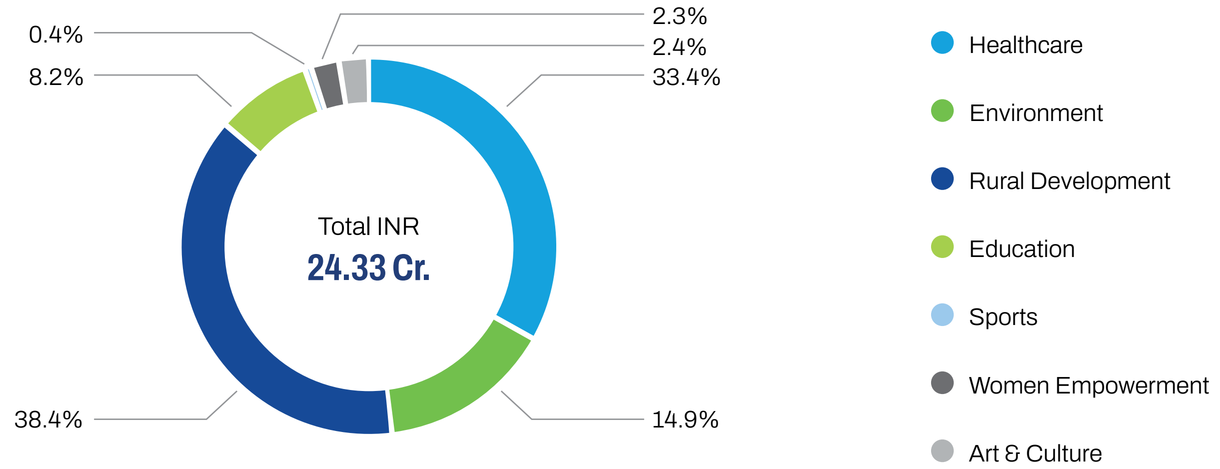


Figure 1: CSR Spend basis Thematic Areas/ Pillars

Each of our pillars is mapped to the United Nations Sustainable Development Goals - reflecting our commitment in addressing locally identified needs within a globally recognized development framework. Our CSR work is undertaken in accordance with the Companies Act, 2013, related to CSR Rules and Schedule VII, guided by our CSR Policy and Annual Action Plan. Building on these commitments, we ensure that our CSR initiatives are implemented in regions where they can create the greatest direct and sustained impact. The distribution of our CSR expenditure across Ankleshwar, Goa, Tuni and the Head Office (Hyderabad) reflects this approach.

CSR Expenditure by Location INR Cr. (FY2024-25)

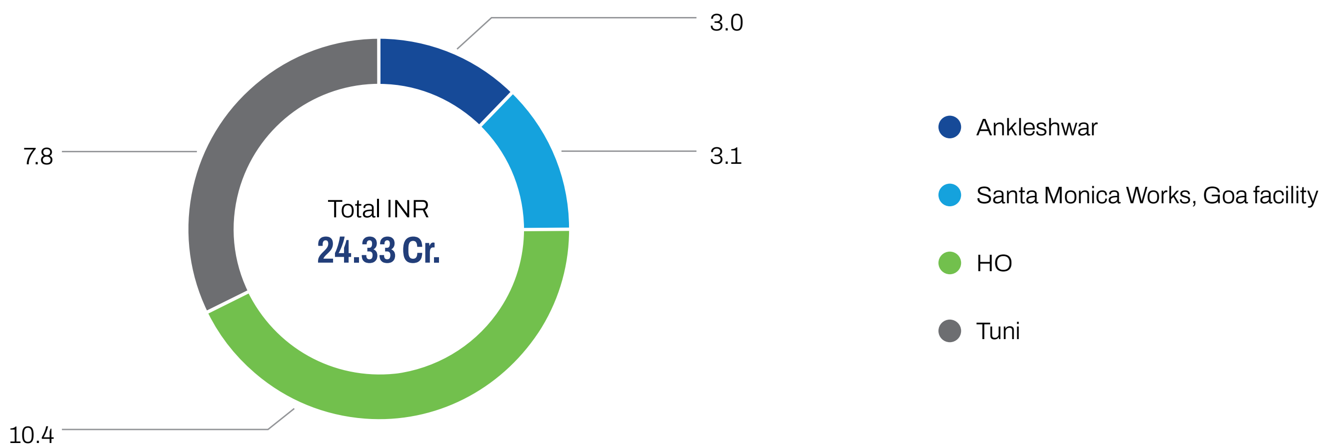


Figure 2: CSR Spent Overview - Location wise

SDG Framework Alignment

1. Healthcare

SDG Alignment:

Goal 3 – Good Health and Well-Being: Ensure healthy lives and promote well-being for all at all ages.

Healthcare represents the area where we, at Deccan Fine Chemicals, see the most direct, life-altering impact. Our healthcare programs address gaps in public health infrastructure by providing free medications and nutritional support to patients with chronic and critical illnesses, donating critical medical equipment to government hospitals, and delivering essential supplies to newborns and vulnerable communities. In FY 2024-25, our healthcare interventions across all three manufacturing locations and our Head Office served tens of thousands of patients through a diverse network of government hospitals, charitable trusts, and individual practitioners.

I. Ankleshwar, Gujarat

Ankleshwar operates seven distinct healthcare programs, forming the most comprehensive health intervention across all sites.

a. Free Medicines Programme

Our longest running healthcare initiative provides free medicines through OPD consultations at six partner institutions, including Ramakrishna Vivekananda Charitable Trust (GIDC Ankleshwar), Dhyanidham Ashram (Nikora), Dr. Deepa Nadkarni (Borbatha Village), and Jay Shri Jalaram Trust (Bharuch). The programme has scaled from 1,475 patients in FY 2017-18 to 52,540 in FY 2024-25 – approximately 35x in eight years.

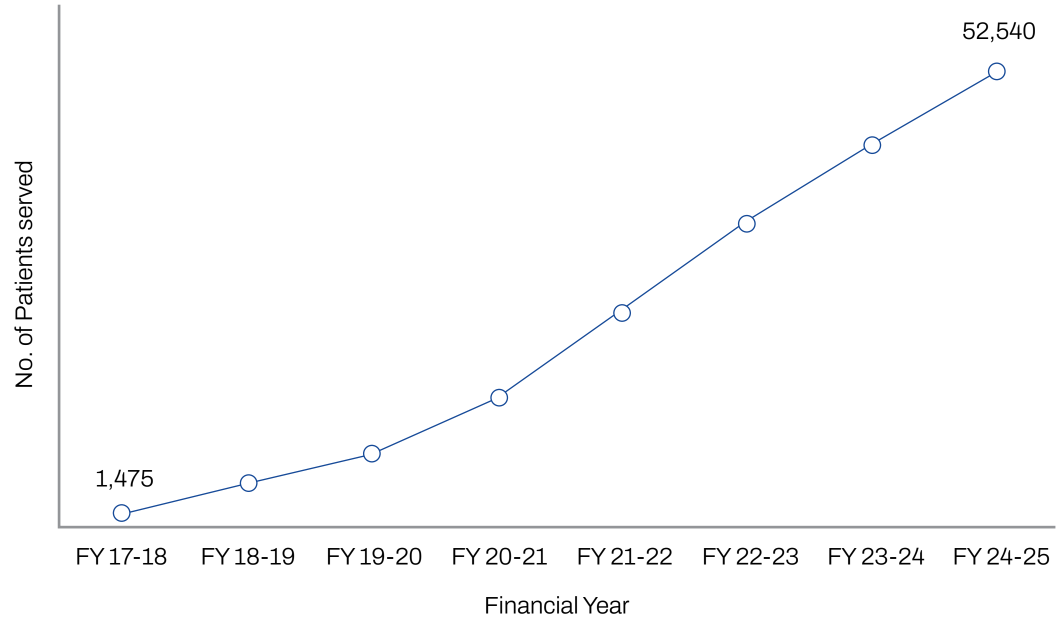


Figure 4: Free Medicine Programme: 35× Growth spanning 8 Years

b. TB Elimination 2.0

Under the Government of India's TB-Free India mission, we adopted seven Primary Health Centers across Ankleshwar Taluka. During FY 2024-25, we distributed 2,824 nutrition kits to registered TB patients to support their recovery. According to the Taluka Health Officer, patients receiving our kits show an average weight gain of 7-8%, a meaningful clinical indicator of treatment progress.

c. Cancer Patient Support

At Smt. Jayaben Modi Cancer Hospital in Ankleshwar, we provide specially formulated "Amruta Paushak" nutrition kits to patients undergoing chemotherapy and radiation therapy. This year, we supplied 988 kits, each designed to provide two months of nutritional supplementation to aid recovery.

d. Milk Diet Programme

At the Government Civil Hospital in Bharuch, we supply milk twice daily for 15 days to patients prescribed liquid diets. In FY 2024-25, we served an average of 1,532 patients per month. Since the program's inception in FY 2017-18, we have recorded a cumulative 225,930 patient-servings across eight years.

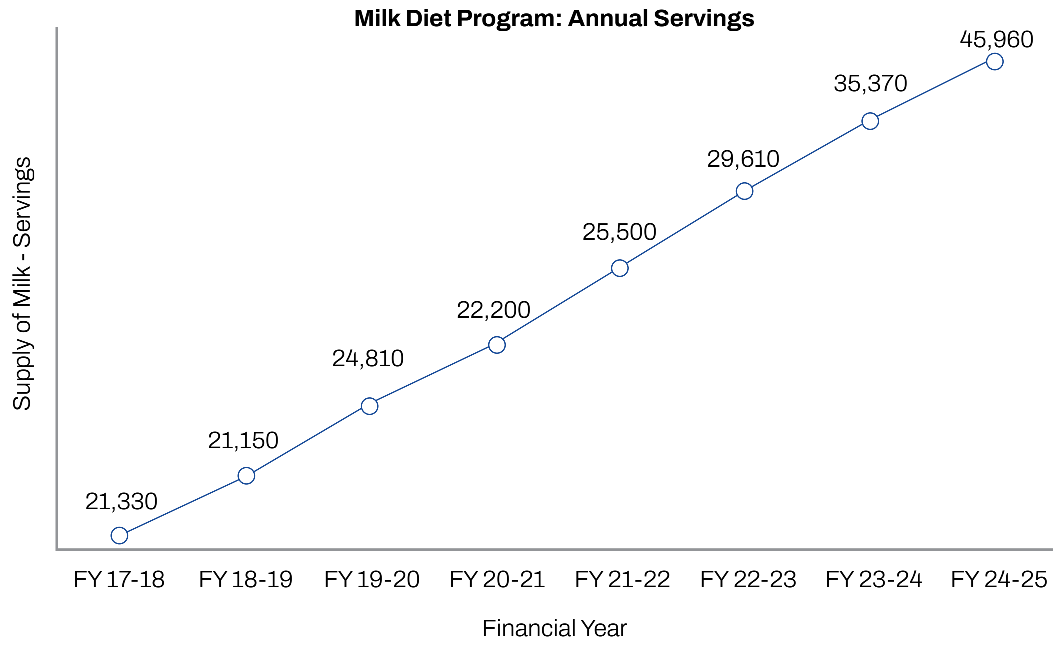


Figure 5: Overall Impact of the Milk Diet Program

Other Healthcare Initiatives

- **Baby Kits:** Delivered 5,770 kits to mothers of newborns at Sewa Rural Hospital, Jhagadia.
- **R.O. Water Plant:** Installed at Uchhali village, providing clean drinking water access to the community.
- **Winter Blanket Distribution:** Distributed 690 blankets to people living on the streets during winter months.

II. Goa

Healthcare and environmental health interventions in Goa focused on strengthening government health infrastructure. We completed infrastructure works at PHC Corlim and renovated the Health Center at Cumbharjua, improving primary care access for surrounding communities. In addition, we installed an oxygen generator at Royal Hospitals, Margao, and established a dialysis unit at Goa Medical College - both directly expanding critical care capacity in the state. Health awareness campaigns were also conducted collaborating with PHC Corlim.

III. Tuni, Andhra Pradesh

At Tuni, healthcare programs are focused on addressing specific infrastructure gaps in government hospitals across East Godavari and Visakhapatnam districts:

- **Compound Wall at Govt. Hospital, Payakaraopeta (INR 12.50 Lakhs):** Prevented unauthorized access and stray animal entry that had compromised patient safety.
- **RWS Water Tank at Gajapathinagaram:** Ensured reliable drinking water supply for 2,555 villagers.
- **R.O. Water Facility at Pedduru Village:** Provides safe drinking water for 3,587 residents, reducing waterborne disease risk.
- **Hospital Beds & Mattresses:** Donated 50 beds and mattresses to the Government Hospital in Vijayawada during its renovation.
- **Oxygen System at Govt. Hospital, Nakkapalli:** Strengthened emergency and critical care capacity for the surrounding community.

IV. Head Office, Hyderabad

From our Head Office, our healthcare interventions focused on equipping tertiary government hospitals and supporting specialized charitable institutions across Telangana and Andhra Pradesh. Our contributions included high-value medical equipment donations to public hospitals serving lakhs of patients annually, as well as sustained support to organizations caring for cancer patients, pediatric heart disease patients, and people with neurodevelopmental conditions.

a) Government & Public Hospital Equipment Support

- MNJ Institute of Oncology & Regional Cancer Centre (MNJIO&RCC), Hyderabad: Provided a Gallium Generator (68Ga Generator) to support advanced cancer diagnostics. The 250-bedded tertiary public referral center serves as the sole government cancer hospital for the region, registering more than 10,000 new cancer patients per year and over 110,000 follow-up visits, totaling 120,000 patient encounters annually. The institute is currently being upgraded to a 450-bedded facility.
- Nizam's Institute of Medical Sciences (NIMS), Punjagutta, Hyderabad: Donated medical equipment worth approximately INR 1.55 Crore to this government-run super-specialty tertiary care hospital, including 2 Ultrasound Machines (INR 40 Lakhs), 5 Ventilators (INR 75 Lakhs), 20 Cardiac Monitors (INR 20 Lakhs), and 20 ICU Beds (INR 20 Lakhs). The donations support faster bedside diagnostics, improved management of respiratory failure, and better critical care monitoring as the institute expands into a new 14-floor, 2000-bed facility.
- Area Hospital, Palakonda (Parvathipuram Manyam district, Andhra Pradesh): Donated an ultrasound machine to this primary medical hub serving the local tribal and rural population, where approximately 300 outpatients are managed daily in coordination with the Integrated Tribal Development Agency (ITDA).
- Community Health Centre, Gudur (Mahabubabad district, Telangana): Provided a Digital X-ray machine to strengthen rural diagnostic capacity at this referral hub for surrounding clinics, which provides essential inpatient, outpatient, maternal, and specialized consultation services.
- Ramdev Rao Hospitals, Kukatpally, Hyderabad: Provided three Advanced Ventilators and one Philips Affinity 70 Ultrasound Machine to support the 100-bed multispecialty hospital, which delivers affordable healthcare across 22 specialties including dedicated NICU, PICU, and dialysis services.

b) Specialized Healthcare Partnerships

- Hrudaya – Cure a Little Heart Foundation: Supported this Hyderabad-based foundation, established in 2005, which is dedicated to treating underprivileged children with pediatric heart disease and advancing research, education, and training in this specialized field.
- Homi Bhabha Cancer Hospital, Visakhapatnam: Contributed to this 210-bed unit of the Tata Memorial Centre, operating under the Department of Atomic Energy, which provides comprehensive multi-disciplinary cancer care across medical, surgical, radiation, pediatric, and haemato-oncology specialties supported by advanced imaging (MRI, PET-CT, SPECT-CT) and palliative services.
- Unicorpus Health Foundation (UHF), Hyderabad: Supported this Section 8 non-profit healthcare organization, established in 2015, which provides affordable, ethical care across cardiology, neurology, orthopedics, oncology, and geriatric services through its Senior Citizen Polyclinic, with discounted services for senior citizens and white cardholders.
- Sahara Health and Development Society, Sangareddy, Telangana: Supported this non-profit's work in delivering inclusive healthcare, education, and vocational training for vulnerable and marginalized communities, including rural populations and persons with disabilities.
- Margika, Hyderabad: Supported this non-profit founded by Dr. Neena Rao that works to improve the lives of individuals with neurodevelopmental and mental disorders through caregiver training, teacher development workshops, counselling sessions at government schools, and community awareness campaigns on mental health and substance abuse.
- Swayamkrushi, Hyderabad: Provided financial support to this voluntary organization, established in 1991, which cares for people with autism and mental and physical challenges and runs awareness programs for underprivileged communities.

2. Environment - Environment Preservation & Conservation

SDG Alignment:

Goals 6, 7, 13 & 15 – Clean Water, Affordable Energy, Climate Action & Life on Land.

Environmental stewardship forms a vital component of our CSR strategy. Our interventions span renewable energy adoption to reduce institutional electricity costs, rainwater harvesting to recharge groundwater in water-stressed areas, and large-scale tree plantation to restore green cover. These programs contribute directly to India's climate commitments and the global sustainable development framework.

I. Ankleshwar, Gujarat

a. Solar Energy Installations

We installed five solar energy systems at partner institutions, combining smaller 6 KW installations for tribal ashram shalas with larger 20 KW systems for hospitals and ashrams. These installations assist in reducing electricity costs for institutions that operate on extremely limited budgets.

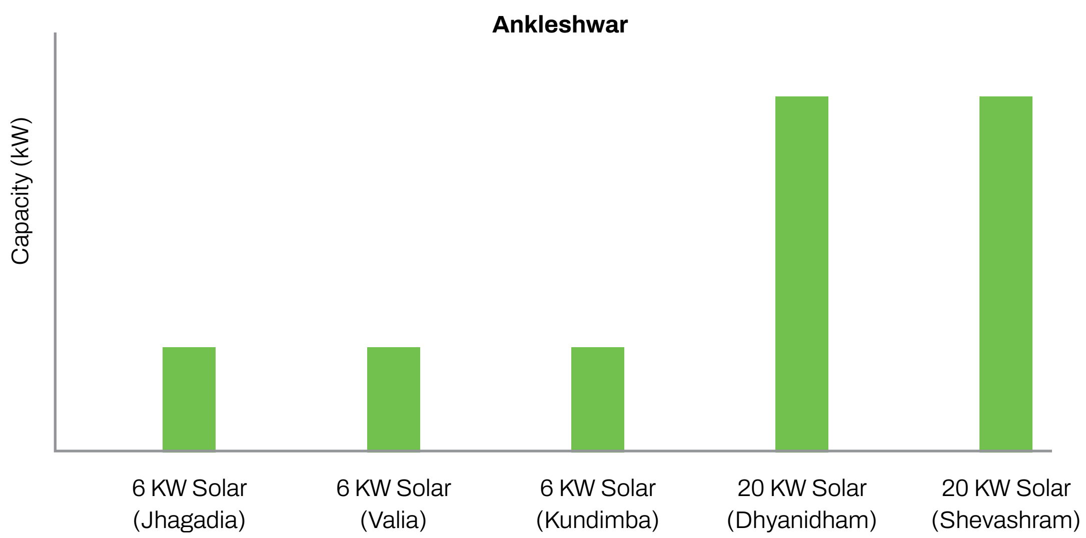


Figure 7: Solar Energy Installations

- **6 KW Systems:** Tribal ashram shalas at Jhagadia, Valia, and Kundimba.
- **20 KW Systems:** Dhyanidham Ashram and Shevashram Hospital.
- **Solar Water Heaters:** Installed at Vidyakunj Ashramshala and Seva Sharam Hospital.

b. Rainwater Harvesting

We implemented rainwater harvesting systems at three school locations - Smt. M Z Patel School (Tralsa), Sengpur (Valia), and Bandabeda Primary School. Together, these installations recharge approximately 5,302 KL of water into the soil annually, contributing to long-term groundwater replenishment in the region.

c. Tree Plantation - Reva Aranya Project

Under the Reva Aranya Project, we planted 1,700 trees using the Miyawaki method at Railway Colony in Bharuch. These trees have now grown to an average height of 10 feet. We also continued Phase-3 plantations at the Madhav Vidhya Pith green belt, ensuring that previous plantations continue to thrive.

II. Goa

This year we conducted a plantation project at Goa University and a wild vegetation cleaning drive in surrounding areas, contributing to our efforts on green cover development and ecological maintenance in the region.

3. Rural Development

SDG Alignment:

Goal 9 – Industry, Innovation & Infrastructure and Goal 11 – Sustainable Cities and Communities.

Community development and infrastructure programs address the foundational needs of the communities surrounding our operational sites. These initiatives respond to requests from local authorities and communities, focusing on physical infrastructure that improves daily mobility, sanitation, public health, and quality of community life.

I. Ankleshwar, Gujarat

With a total beneficiary count exceeding 23,500 individuals in surrounding areas of Bharuch district, the Ankleshwar nutrition programme is built on sustained, monthly delivery of food provisions to identified vulnerable households and institutions.

- Monthly Food Grain Kits: Rice, dal, wheat flour, sugar, and oil distributed to identified poor and blind families through Seva Yagna Samiti and the National Blind Association, Bharuch Branch (INR 7.40 Lakhs).
- Community Meals: Food grain supply to Mahavir Annakshetra, Bharuch, which serves cooked meals to slum-area residents every Sunday.
- Ashram Shala Support: Monthly food grain deliveries to two tribal residential ashram shalas.
- Daily Meals for Differently Abled Children: Provided through Kalarav Charitable Trust.
- Shelter Home Support: Funded morning breakfast and dinner at a shelter home near the Civil Hospital in Bharuch for poor working people from remote villages.

II. Goa

Community development in Goa focused on creating public infrastructure and supporting livelihoods in Old Goa, Corlim, and Cumbharjua panchayats:

- Tempo Traveler Donation: Donated to Old Goa Police Station to support community service operations.
- Children's Park at Corlim: Inaugurated a recreational space for families and children in the community.
- Open Space Development at Cumbharjua: Funded a comprehensive project including community sheds, beautification, and temple restoration.

III. Tuni, Andhra Pradesh

The single largest CSR project this year was the construction of drains and CC roads at Tuni Town, responding to a request from the local MLA and municipal authorities. Poor drainage had caused significant sanitation problems during monsoon, and road conditions hampered daily mobility. The completed work has improved connectivity and prevented water stagnation for Tuni Town residents.

- CC Road to Namavaram Village: A 360-metre road replacing muddy pathways that became impassable during rain, now connecting 3,843 residents to schools, healthcare, and markets.
- Community Hall: Serving 1,724 villagers as a space for social gatherings, meetings, and cultural events.
- Disaster Relief – Vijayawada Floods: When heavy floods struck Vijayawada in 2024, causing severe damage to homes and displacement of families, Deccan Fine Chemicals contributed INR 60.00 Lakhs to the Chief Minister's Flood Relief Fund, Government of Andhra Pradesh. This was our largest one time disbursement of fund at the Tuni site during FY 2024-25, reflecting the urgency of the situation. The funds supported affected families with food, shelter, and rehabilitation materials.

IV. Head Office, Hyderabad

From the Head Office, rural development initiatives focused on sustaining elderly care institutions, orphanages, and shelters serving vulnerable people across Telangana and Andhra Pradesh. Most of these partnerships are anchored in monthly provisions and operational support that allow service partners to focus on care delivery.

a) Old Age Care & Elderly Welfare

- Sitaram Charitable Trust: Provided monthly provisions to support the Trust's distribution of cooked food to elderly people unable to prepare meals themselves and daily essentials to approximately 9 nearby villages.
- Kshatriya Vrudhapyam Ashramam, Matlapalem (East Godavari): Supplied monthly provisions to the ashramam, which is home to 85 senior citizens near Kakinada.
- Tabitha Development Society: Provided financial support to construct a mini hall for an old age home, creating a more comfortable environment for the 40 elderly and orphaned beneficiaries currently supported by the Society, which has also delivered nursing services to bedridden individuals since 2013.

b) Orphanages & Care Homes

- Disciples of Divine Master Society & Santham Karunalayam: Provided monthly provisions across two locations supporting 350 inmates – orphans and mentally challenged persons housed in separate facilities for women and men.
- Matruchaya Orphanage, Nutakki (Guntur district, Andhra Pradesh): Supported this "Affection Home", established on 28 April 1994, which provides a safe, homely environment to children who have lost one or both parents, with a focus on raising them as responsible citizens through education and care.

4.Education - Promotion of Education

SDG Alignment:

Goal 4 - Quality Education: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Education is the cornerstone of Deccan Fine Chemicals' CSR philosophy. Across all four sites, our education initiatives aim to bridge the access gap for students from tribal, rural, and economically disadvantaged communities. Our approach spans a full spectrum -- from building physical infrastructure such as hostels and classrooms, to equipping schools with learning labs; from distributing essential supplies, and to providing individual scholarships to students. In FY 2024-25, our education program initiatives collectively reached approximately 18,745 students.

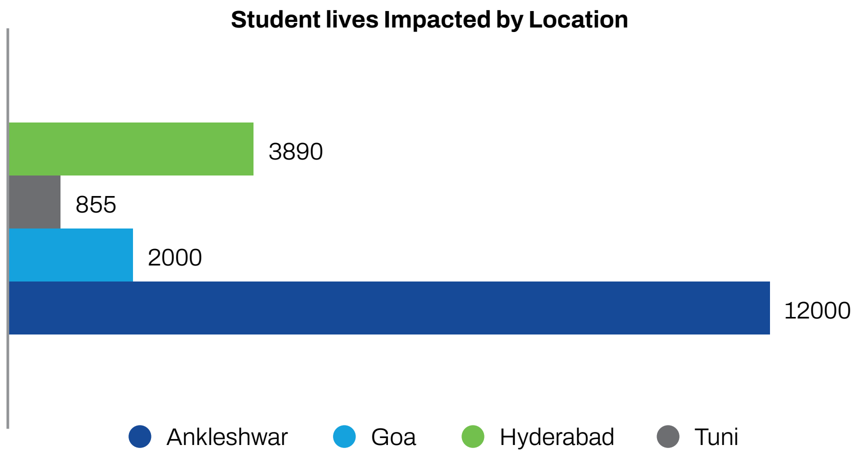


Figure 3: Location wise Impact on "Promotion of Education"

I. Ankleshwar, Gujarat

Ankleshwar hosts the most extensive programs at Deccan, reaching approximately 12,000 students across the tribal villages in Bharuch and Narmada districts. In FY 2024-25, our focus was on creating permanent infrastructure, expanding on our skill-oriented training, and sustaining the large-scale distribution network.

a. Infrastructure

- **Residential Hostel at Moskut Ashram Shala:** Completed construction in Narmada district, providing 150 tribal students with a safe, permanent residential facility for the first time.
- **Kitchen & Girls' Hostel at Vidyadhan Residential Ashramshala (Jantran):** Sponsored facilities benefiting 150 girl students, addressing the critical need for safe residential infrastructure for girls in rural areas.
- **Electrician Course Lab at Kasturba Shevashram (Ambavadi):** Established a vocational training facility that now trains 120 students per year across four batches, equipping tribal youth with employable technical skills.
- **School Infrastructure:** Provided 30 benches at Shantivan Buniyadi Ashramshala (Karad) and 100 bunk beds at Smt. Giraben Kanya Chhatralaya (Kobda), improving daily conditions for 160 students.

b. Scholarships

Through targeted sponsorships, we supported individual students across diverse educational tracks: one B.E. Environment student (girl) at UPL University, six blind girls at Surabhi Blind School in Vadodara, six trade course students at VGTK Sewa Rural, six girls at Vidya Bharti Ashramshala, and six students at Malvi Education Trust Ashram Shala.

c. Supply Distribution

We distributed 25,255 notebooks and 26,745 registers to 10,400 students across tribal schools, along with uniforms for 460 students. These supplies reached schools in Diva, Kosmadi, Bharuch, and several interior villages.

II. Goa

In Goa, education interventions focused on strengthening infrastructure and access at government and community-run schools. We established a science laboratory at Hegdewar School in Ponda, completed infrastructure improvement projects at Mukhthangan School in Volvoi and GPS Khadapwada, and launched an educational material distribution programme across multiple schools. Additionally, in partnership with the Times of India, we organized a National Girl Child Day seminar to promote awareness around girls' education.

III. Tuni, Andhra Pradesh

At Tuni, education support took the form of addressing the most urgent gap - a shortage of teaching staff in government schools. We have funded honorariums for Vidya Volunteers across seven ZPH/MPP schools (INR 7.06 Lakhs), directly maintaining the quality of instruction. We also distributed study materials to 855 SSC students, improving exam preparation outcomes and contributing to higher pass percentages in the region.

IV. Head Office, Hyderabad

From the Head Office, education interventions are directed at rural government schools, junior and degree colleges, special-needs institutions, and individual students from below-poverty-line backgrounds across Telangana and Andhra Pradesh. The portfolio combines infrastructure support, scholarships, and recurring institutional partnerships.

a) School Infrastructure & Supplies

- Government Schools, Krishna District (10 Schools): Provided furniture, computers, sports equipment, drinking water facilities, and 50 plastic chairs to ten government schools across various locations in Krishna District, with a total contribution of INR 14,00,000.
- Balamitra Foundation, Hyderabad: Supported this student-led non-profit, founded in 2016, which works to bridge the resource gap for rural government school students. The Foundation reaches over 3,500 children across Andhra Pradesh and Telangana through library books, art kits, science kits, infrastructure support, sports, and menstrual hygiene awareness programmes.

b) Scholarships & Higher Education Support

- KVR, KVR & MKR College and Dr. D.S. Raju Junior College, Khajipalem (Andhra Pradesh): Provided annual scholarships to students at these established institutions to encourage higher education.
- Individual Student Sponsorships: Sponsored school and college fees for 30 to 40 individual students from 6th grade through graduation across various locations, focusing on students from below-poverty-line backgrounds.
- The Alamuru Charitable Society for Education: Supported this regional educational initiative in Andhra Pradesh through sponsorship of tuition, books, and uniforms for students from low-income families.

c) Holistic & Special Education

- Nachiketan Tapovan, Hyderabad: Supported this spiritually oriented non-profit educational organization, founded in 1999, which provides free, holistic education to underprivileged children under the motto "Educate, Empower, Enlighten", bridging traditional values and modern technological demands.
- Lebenshilfe: Supported the local chapter of this international non-profit movement, which provides special education, therapies, and vocational training to over 350 children and adults from poorer sections of society, advocating for self-determined lives and equal participation for people with intellectual disabilities.
- Sri Sandeepani Gurukula Seva Trust: Provided monthly provisions to this spiritual and educational charitable trust, established on 12 June 1995 under the guidance of Sri Muralidhara Swamiji, which provides free Vaidhika education and food for Veda patasala students, preserving and propagating traditional Vedic learning.

5.Sports

SDG Alignment:

Goal 3 – Good Health and Well-Being: Ensure healthy lives and promote well-being for all at all ages.

Sports promotion is integrated into our broader education and youth development programmes, recognizing the role of physical activity in building healthy, confident, and disciplined young citizens. Rather than running standalone sports initiatives in FY 2024-25, our support is delivered through equipment, infrastructure, and partnerships at schools and community institutions surrounding our sites and, in the regions, served by our Head Office.

I. Head Office, Hyderabad

- Government Schools, Krishna District: Provided sports equipment as part of a wider infrastructure package to ten government schools, encouraging participation in school-level sports alongside furniture, computers, and drinking water facilities.
- Balamitra Foundation: Supported the Foundation's sports programmes for rural government school students across Andhra Pradesh and Telangana, alongside its education and menstrual hygiene awareness work.

II. Across Sites

At our Ankleshwar, Goa, and Tuni sites, sports-related support is embedded within school infrastructure and youth engagement activities, rather than recorded as a separate spend category in FY 2024-25.

6. Women Empowerment

SDG Alignment:

Goal 5 – Gender Equality: Achieve gender equality and empower all women and girls.

At 'Deccan Fine Chemicals' women empowerment programs are built on a straightforward principle: teaching a skill that leads to income. We identify female participants from low-income rural and tribal families, enroll them in short-term certified skill development courses, and track outcomes rigorously. This pillar also encompasses initiatives like menstrual hygiene awareness programs that address a critical barrier to girl's well-being.

I. Ankleshwar, Gujarat

a. Skill Development & Livelihood Generation

In FY 2024-25, we completed 36 courses and trained 720 women across sewing machine operation, beauty parlor assistance, general duty nursing, and tailoring.

Metric	Value	Location
Sewing Course (Ambavadi)	171 passed / 180 enrolled	Ankleshwar
→ Home-based work (INR 3,000-4,000/month)	93 women (54%)	Ankleshwar
→ Garment industry (INR 7,500-9,000/month)	23 women (13%)	Ankleshwar
→ Overall employment ratio	68%	Ankleshwar
Sewing Course (RV Centre)	>75% earning INR 1,500-4,000/mo	Ankleshwar
Beauty Parlor Courses	>80% earning INR 2,000-5,000/mo	Ankleshwar
General Nursing (GIDC)	100% employed (INR 10,000-15,000/mo)	Ankleshwar

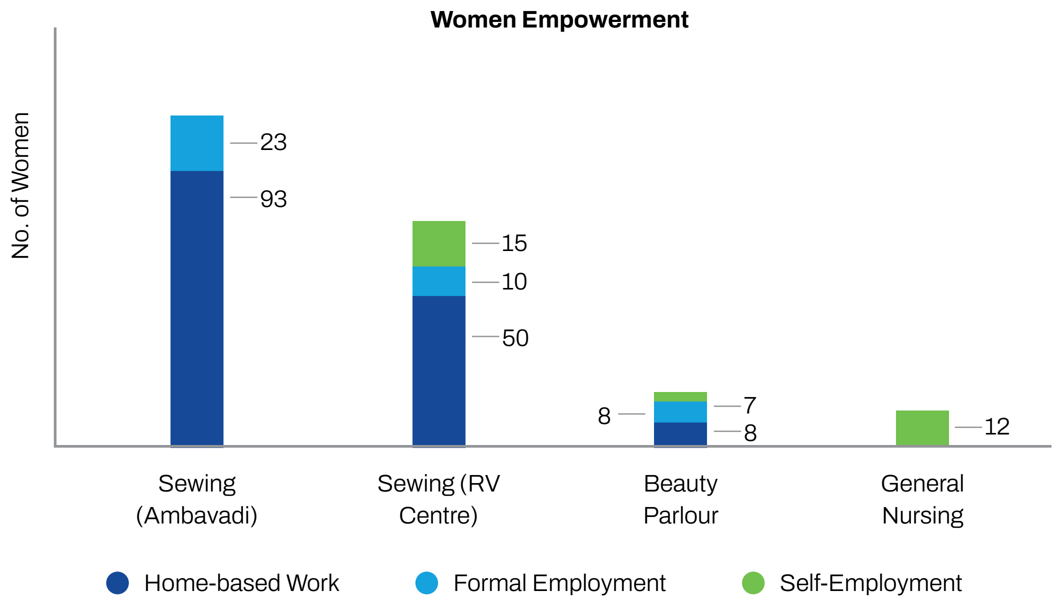
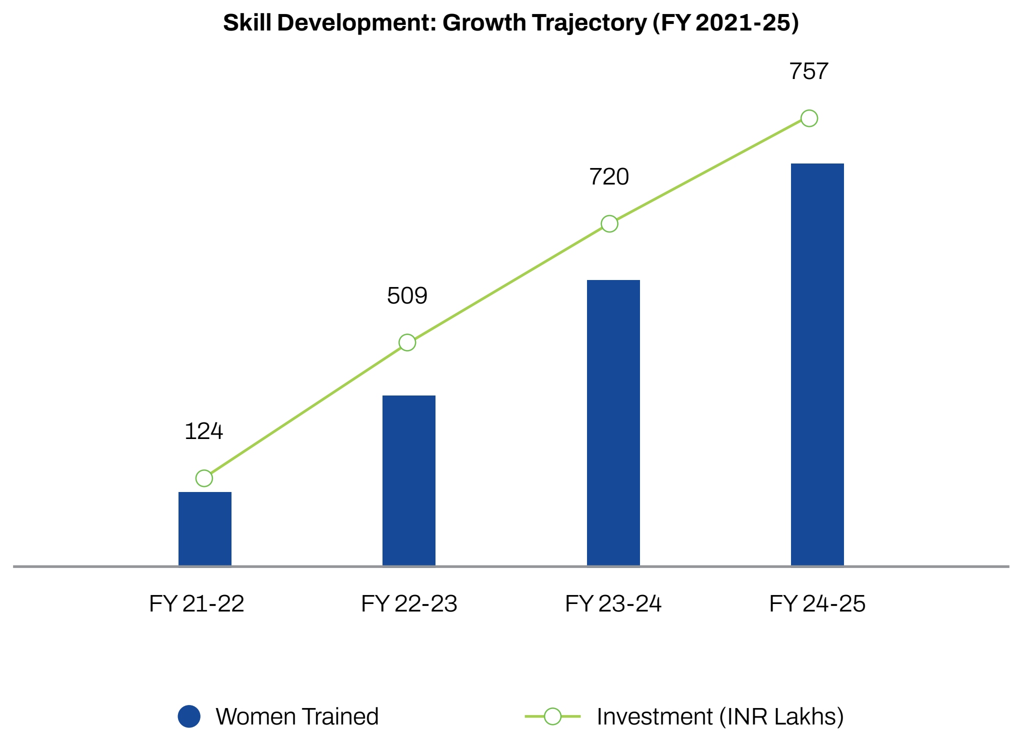


Figure 6: Women Empowerment- Livelihood Outcomes by Course

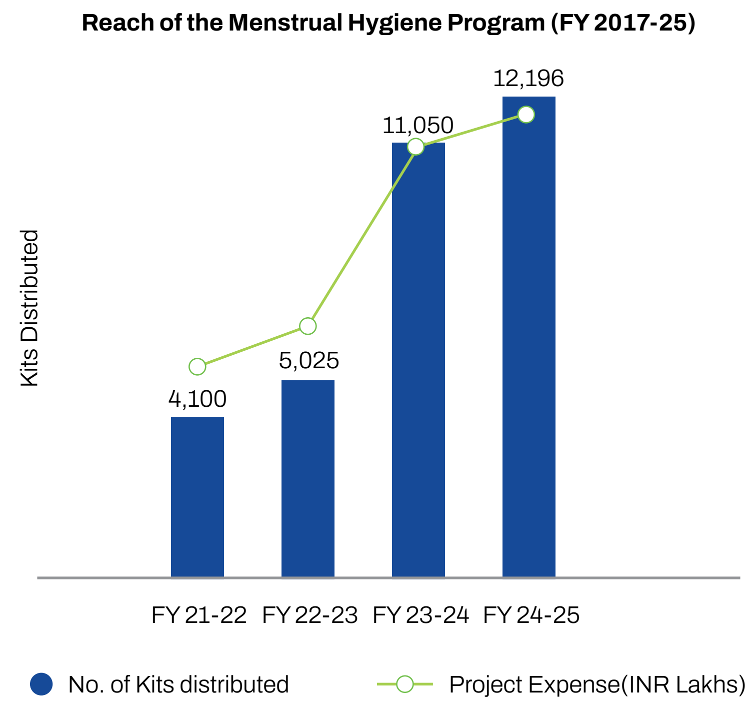
b. Our Cumulative Progress (FY 2021-25)

Since FY 2021-22, we have conducted 99 skill development batches across various trades, trained 2,110 women. Our growth and impact trajectory shows consistent growth in both in scale and investment.



c. Menstrual Hygiene Awareness

We conducted 21 awareness programs at tribal residential ashram shalas in interior villages of Dediyapda, Netrang, and Valiya, distributing 12,196 menstrual hygiene kits to 2,976 adolescent girls. Each kit includes undergarments, antiseptic soap, sanitary pads, and shampoo. Since FY 2017-18, the program has scaled up to 75 sessions, 39,671 kits distributed, and 9,610 beneficiaries.



II. Goa

In Goa, women empowerment efforts centered on supporting the ASTURI 2024 initiative - a women's empowerment programme organized by the Goa Chamber of Commerce and Industry (GCCI). Our support reached over 100 women participants, contributing to skill building and networking opportunities within the state's entrepreneurial ecosystem.

III. Head Office, Hyderabad

Sakshi (New Delhi): Supported this prominent non-governmental organization focused on social justice, gender equality, and community development. Sakshi works through its rights-based branch (Sakshi – Gender Equality and Responsible Sexuality) on systemic change, and through its grassroots branch (Sakshi NGO – Education, Health, and Skill Development) on direct service delivery to women and adolescents.

7. Art & Culture

SDG Alignment:

Goal 11 - Sustainable Cities and Communities: Strengthen efforts to protect and safeguard the world's cultural and natural heritage

Our art and culture interventions support the preservation of community heritage, traditional learning systems, and shared cultural spaces. While not a primary spend category in FY 2024-25, our contributions in this area complement our wider community development and education work, particularly through temple restoration, support to Vedic learning institutions, and the creation of community spaces that host cultural events.

I. Goa

- **Open Space Development at Cumbharjua – Temple Restoration:** As part of the comprehensive open space project at Cumbharjua, we funded temple restoration alongside community sheds and beautification, preserving a place of community worship and cultural significance for residents.

II. Tuni, Andhra Pradesh

- **Community Hall, Namavaram Village:** The community hall constructed for 1,724 villagers, alongside the CC road project, serves as a space for social gatherings, meetings, and cultural events – sustaining village-level cultural and community life.

III.Head Office, Hyderabad

- **Sri Sandeepani Gurukula Seva Trust:** Our monthly support to this trust – established on 12 June 1995 under the guidance of Sri Muralidhara Swamiji and named after Bhagavan Sri Krishna's guru, Rishi Sandeepani – contributes to the preservation and propagation of Vaidhika Dharma through traditional Vedic education for Veda patasala students.

- **Nachiketan Tapovan, Hyderabad:** Our support extends to the cultural dimension of Nachiketan Tapovan's mission, which bridges traditional values with modern educational delivery for underprivileged children.

Our Impact on a Glance

18,745
Students Reached

80,000+
Patients Served

24,300+
Nutrition Beneficiaries

2,110
Women Trained (Cumulative)

56,350
Trees Planted

INR 60 Lakhs
Disaster Relief

Metric	Value	Location
Total CSR Expenditure (FY 2024-25)	INR 24.33 Crores	All Sites
Ankleshwar CSR Expenditure	INR 3.01 Crores	Gujarat
Goa CSR Expenditure	INR 3.10 Crores	Goa
Tuni CSR Expenditure	INR 7.83 Crores	Andhra Pradesh
HO CSR Expenditure	INR 10.40 Crores	Hyderabad
Total Beneficiaries	75000+	All Sites

Deccan was recently felicitated by the Minister for Factories & Boilers, Mr. Nilkant Harlankar for supporting Street Providence

8.3 Health & safety

Health & Safety stewardship is a core pillar of our operational excellence and business paradigm, extending well beyond compliance or risk mitigation. Process safety is a core element of Deccan's operational culture and is treated as a collective responsibility shared across all levels of the organization, from frontline employees to senior leadership. The Company's leadership firmly believes that strong Health, Safety and Environment (HSE) performance is a critical driver of sustainable growth, long-term resilience, and business excellence. Our exceptional health and safety record is also valued by our esteemed clients, who are deeply committed to sustainability in their value chain, of which, Deccan is a vital part.

Deccan is applying the 7 guiding principles of Responsible Care across its operations and continuously strengthening its performance in HSE management, sustainability, product stewardship and process safety, employee wellbeing, and the safe management of facilities, processes, products, and logistics. HSE considerations are integrated into business strategy and operational processes, with performance outcomes linked to leadership accountability and annual compensation reviews, reinforcing safety as a strategic priority.

This commitment is supported by proactive risk management practices, including systematic risk assessments, regular audits, performance monitoring, and the use of internal capabilities such as an in-house process hazard laboratory for advanced process and product safety studies. Deccan operates its plants and facilities with the objective of protecting the health and safety of employees, contractors, communities, and other stakeholders, while minimizing environmental impacts through pollution prevention, waste reduction, energy conservation, and responsible use of natural resources.

A strong safety culture is reinforced through structured training, communication, participation, and formal mechanisms for recognizing and rewarding exemplary HSE performance and employee-led safety initiatives. Deccan also ensures secure operations in line with Responsible Care requirements, and safe transportation of goods and hazardous waste in accordance with applicable distribution standards. During FY 24-25, there were zero incidents of product recalls zero distribution safety related incidents and zero safety incidents related to products supplied by Deccan.

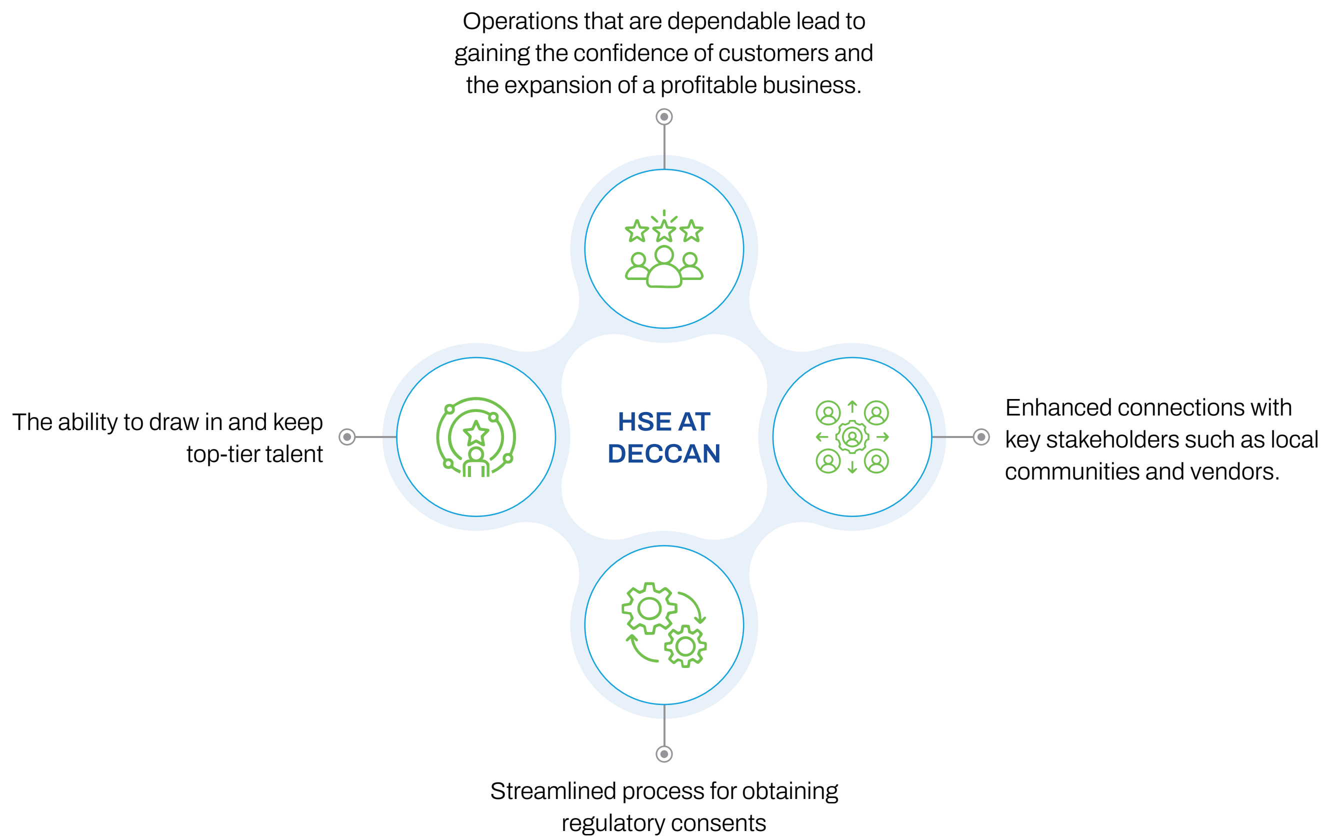
Beyond its operations, Deccan seeks to contribute positively to the social and economic wellbeing of communities near its facilities through CSR initiatives and actively promotes the sharing of safety best practices and mutual aid across industry network.

Deccan tracks health and safety performance through a structured set of indicators that provide visibility across all operations and support continuous improvement.

Key metrics and targets

- **100%** employee health and safety risk assessments completed for operational sites
- **100%** of operational sites certified to ISO 45001
- **100%** compliance to safety committee meeting with equally representation from management and workers
- **23** number of work-related minor first aid cases related to work
- **0** number of days lost due to work-related injuries, fatalities, or occupational ill health
- **100%** periodic medical examination for all employees at the sites
- **100%** compliance to defined employee health and safety KPIs with corresponding improvement targets for all manufacturing sites
- Training Man-hours on HSE Topics **49700**. **14.66 hrs.** of training per employee on HSE aspects

These indicators are progressively being standardized and integrated into a group-wide performance framework.



Occupational Health and Safety Management Systems (OHSMS)

Deccan has implemented a comprehensive Occupational Health and Safety Management System (OHSMS) that covers 100% of its workforce. The system is designed to identify, assess, and control occupational risks, while ensuring regulatory compliance and alignment with global best practices.

To strengthen process and product safety, Deccan maintains an in-house process hazard laboratory that supports advanced risk studies and safety assessments. The effectiveness of HSE systems is regularly validated through structured internal audits and independent external audits, ensuring that controls remain robust and responsive to evolving risks.

Health and safety governance is reinforced through formal joint management–worker committees, providing a structured platform for employee participation, consultation, and shared accountability across all locations.

At Deccan, safety is embedded in everyday operations rather than treated as a procedural requirement. Each workday begins with structured safety briefings that reinforce situational awareness, personal responsibility, and proactive hazard identification. Any HSE incidents or near misses are addressed immediately, reflecting the organization's uncompromising approach to protecting people and operations.

Employee Participation and Capability Building

Deccan's HSE approach is built on active employee engagement. Safety is a shared responsibility, requiring participation from every individual across the organization. Comprehensive HSE training cover the use of safety equipment, safe handling and operation of machinery, proper use of PPE, awareness on health and safety hazards & risks. HSE training programs are designed to strengthen capability at different stages of employment; ensuring employees are not only informed about safety requirements but are also equipped with the skills needed to implement them effectively.

A two-way communication system is in place to facilitate employee voice regarding working conditions, enabling open dialogue and timely resolution of concerns. Quarterly meetings with Heads of Departments (HODs) provide a structured forum for discussing health and safety matters. Additionally, leaders regularly visit the plant to interact directly with employees, fostering engagement and reinforcing the safety culture. An upward feedback procedure further supports transparent communication, allowing employees to share their insights and feedback with management.

Harmonizing Safety across a Diverse Footprint

Deccan operates across a mix of legacy manufacturing sites, each with its own historical practices, as well as the modern greenfield Tuni facility. While these sites differ in background and maturity, the Company applies consistent, high safety standards across all operations. A key priority is the harmonization of safety practices, systems, and performance expectations throughout the organization to ensure uniformity and reliability in safety outcomes.

Performance Integration and Project RISE

Project RISE is a central transformation initiative aimed at embedding safety into the core of performance management. Through this program, safety objectives are integrated into employee performance metrics by linking HSE outcomes to Key Performance Indicators. Complemented by structured rewards and recognition mechanisms, Project RISE reinforces accountability and strengthens the alignment between safety excellence and business performance.

Group-wide HSE&S Framework and Strategic Benefits

Deccan has a comprehensive Health, Safety, Environment and Sustainability (HSE&S) management framework for performance reporting across the group. Led by senior leadership, this framework was designed to integrate HSE&S considerations into core business processes, with organization-wide KPIs.

The framework was developed to enhance leadership visibility into HSE performance and risks, strengthen internal HSE capabilities, improve the effectiveness and speed of risk mitigation, support more robust due diligence and integration during mergers and acquisitions, and strengthen Deccan's brand reputation by reinforcing customer confidence and trust.

Assurance and Continuous Improvement

To ensure the effectiveness and integrity of its HSE management systems, Deccan conducts regular internal and external audits conducted by customers & 3rd party certification body. These assessments play a critical role in validating system performance, identifying gaps, and driving continuous improvement, reinforcing the Company's commitment to operational excellence and safety leadership.

Process Safety

Process Safety Management (PSM) underpins Deccan's operational reliability and license to operate. It is designed to protect employees, surrounding communities, the environment, and critical assets, while ensuring uninterrupted business continuity. Recognizing the inherent risks associated with chemical manufacturing, Deccan adopts a preventive and systematic approach to process safety rather than a purely compliance-driven one.

PSM across all manufacturing sites is aligned with the Centre for Chemical Process Safety (CCPS) framework. This model provides a structured, end-to-end methodology to identify, assess, and control process-related hazards throughout the lifecycle of operations. Its application enables Deccan to consistently manage complex risks associated with hazardous materials, energy-intensive reactions, and high-consequence scenarios.

Process Safety Information and Design Basis

Accurate and comprehensive process safety information forms the foundation of risk management at Deccan. This includes detailed understanding of material hazards such as flammability, toxicity, and reactivity, as well as clearly defined process chemistry, operating conditions, and design intent. Equipment specifications and design criteria are documented to ensure safe containment and reliable operation under both routine and abnormal conditions. Together, these inputs support informed decision-making across engineering, operations, and maintenance functions.

Hazard Identification and Risk Assessment & control

Hazard identification and risk assessment & control are undertaken through formalized and structured methodologies to evaluate both routine and non-routine operating scenarios. Deccan employs a range of advanced analytical techniques, including hazard identification studies, quantitative and qualitative risk assessments, and consequence modelling. These assessments consider dispersion behavior, escalation potential and human factors to ensure that controls remain effective under real-world operating conditions.

Operating Discipline and Safe Work Practices

Safe and reliable operations are reinforced through clearly documented operating procedures and safe work practices. These define acceptable operating limits, the implications of deviations from defined parameters, and the corrective actions required to restore safe conditions. This approach enables operators to respond decisively to process upsets and prevents the progression of minor deviations into major incidents.

Management of Change

A formal Management of Change (MoC) process governs all changes to processes, technology, equipment, or personnel. Each proposed modification is systematically reviewed to assess potential impacts on health, safety, and the environment. Changes are documented, technically justified, authorized through defined approval mechanisms, and communicated to all relevant stakeholders prior to implementation.

Quality Assurance and Asset Integrity

Deccan applies rigorous quality assurance controls throughout the design, fabrication, installation, and maintenance of process equipment. Design bases and acceptance criteria are documented, and fabrication quality is verified through defined inspection and testing protocols. Asset integrity is maintained through predictive and preventive maintenance programs, supported by controls over spare parts, materials, and workmanship, ensuring long-term reliability of critical equipment.

Pre-Start-Up Safety Review

Before new or modified processes, equipment, or facilities are commissioned, a Pre-Start-Up Safety Review is conducted. This multidisciplinary review verifies that construction aligns with approved designs, that ensures all safety recommendations from prior risk assessments have been implemented, and that systems are ready for safe operation. The review team typically includes representatives from operations, maintenance, engineering, technical services, and HSE functions.

Contractor Safety Management

Contractor activities are subject to the same safety expectations as internal operations. All contractor work scopes are assessed for hazards and associated risks, and necessary control measures are defined prior to execution. Contractor safety performance is monitored through defined metrics, reinforcing accountability and consistent safety standards across the workforce.

Incident Investigation and Learning

Deccan operates a structured incident reporting and investigation framework that applies across all occupational safety, process safety, occupational health, environmental, and distribution-related incidents, including near misses, across activities. The framework establishes clear requirements for timely incident reporting, severity assessment, escalation, investigation, and learning, supported by defined roles and accountability across site leadership, HSE teams, and operations. Incidents are systematically evaluated to determine appropriate investigation depth, with findings used to identify root causes, implement corrective and preventive actions, and prevent recurrence. Learnings from incidents are shared across the organization to strengthen systems, reinforce safe practices, and continuously improve HSE performance. The effectiveness of the framework is periodically reviewed through audits, performance monitoring, and training, ensuring sustained alignment with regulatory requirements, Responsible Care principles, and Deccan's commitment to operational excellence.

All serious incidents, as well as potentially high-consequence near misses, are therefore, systematically investigated to identify root causes and systemic weaknesses. The outcomes of these investigations are used to strengthen HSE systems, update standards, and prevent recurrence, ensuring that learning is embedded across the organization

Emergency Preparedness and Response

Deccan maintains structured emergency response and contingency plans to address credible high-risk scenarios. These plans are informed by consequence analyses and are supported by written procedures, periodic training, and drills. Emergency response systems undergo regular audits to validate readiness, coordination, and effectiveness.

Auditing and Assurance

The effectiveness of the PSM program is periodically evaluated through internal and external audits. These audits measure conformance with established PSM standards, assess implementation quality, and benchmark performance against best practices. Findings are used to drive corrective actions and continuous improvement.

Bhavesh Rami

Senior General Manager-HSE

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

Process Hazard Assessment Capabilities

Process hazard assessment begins at the earliest stages of development, ensuring safety considerations are integrated from lab-scale experimentation through to commercial production. Deccan operates dedicated Process Hazard Laboratories at its Tuni and Goa sites, where chemical reaction hazards are systematically evaluated. Fire and explosion risks associated with powders are assessed through specialized external laboratories.

Hazard identification is initiated through literature reviews and reactivity screening tools to identify potential adverse conditions early in development. Advanced calorimetric techniques are employed to evaluate thermal and gas-generating behaviors that may indicate instability or runaway potential. These include differential scanning calorimetry, sealed-tube testing, accelerating rate calorimetry, Dewar calorimetry under adiabatic conditions, and isothermal studies to detect autocatalytic behavior.

Detailed reaction behavior, including heat release, gas evolution, and reaction kinetics, is further examined using reaction calorimetry systems capable of operating under elevated pressures. The outputs from these studies are consolidated into a formal "Basis of Safety" report, which informs design decisions and risk control strategies prior to scale-up.

Experienced chemical engineers and physical chemists, whose technical expertise plays a critical role in maintaining Deccan's high process safety standards, staff these laboratories.

Shritharan VB

Associate Vice President, Corporate Engineering- Process Safety

Deccan's sharp focus on process safety reflects our deep-rooted commitment to operational excellence, risk mitigation, and sustainable growth. Through robust process hazard analysis & process safety management systems, continuous training, and a culture of vigilance, we ensure that every process is designed and executed with safety at its core.

Our proactive approach to hazard identification, assessment and control fosters resilience, protects our people and assets, and reinforces our responsibility toward the environment and surrounding communities. At Deccan, process safety is not just a protocol — it's a commitment we uphold every day for our sustainable operations.

Process Risk Assessment

Deccan's Process Risk Assessment (PRA) follows a structured, multi tiered methodology that evaluates risk through successive layers of prevention, protection, and mitigation. This approach ensures that hazards are addressed not through a single safeguard, but through multiple, independent barriers designed to prevent escalation and limit consequences.

The assessment framework considers layers such as inherent and engineered process controls, critical alarms and defined human interventions, safety instrumented systems, physical protection measures, and engineered mitigation mechanisms including runaway reaction suppression. These plant level safeguards are further complemented by site wide emergency preparedness and community response mechanisms, ensuring preparedness beyond the immediate process boundary.

A multidisciplinary team comprising process chemists, process safety and hazard specialists, process and plant engineers, operations and maintenance personnel, and professionals with expertise in occupational hygiene and environmental compliance conducts each PRA. This cross functional review enables comprehensive evaluation of risks across design, operation, maintenance, and emergency response dimensions, ensuring that both technical and human factors are adequately addressed.

Through this layered and team based approach, Deccan strengthens its ability to prevent high consequence events, respond effectively to deviations, and continuously enhance the robustness of its process safety defenses.

Level 1

PRA s Hazards data

- Physical properties, Toxicity data, Fire & explosion data for liquids, gases, vapors and powders, chemical compatibility, Material of construction compatibility, Thermal stability data, Engg data

Level 2

PRA Major risk identification

- Validates key design requirements and control strategies
- Concentrates on identification of major risks - Fire & Explosion,
- Over-pressurization, Toxicity (acute & chronic), Environmental release.

Level 3

PRA (HAZOP)

- Continuation of Level 2 in great detail-confirms safe design and operation- HAZOP
- Uses a set of deviation keywords for process parameters

Level 4

PRA (PSSR)

- Carried out before introduction of hazardous material into plant
- Ensures all PRA actions are complete, and controls are in place

Level 5

PRA

- PRA revalidation

Automation and Safety Integration

In alignment with Deccan's HSEQ & En Policy, the Company is committed to providing a work environment that prioritizes employee safety and well-being, while also protecting external stakeholders and the surrounding environment impacted by its operations. Automation plays a central role in advancing this commitment and is a critical enabler of Deccan's HSE objectives.

Deccan has adopted automation extensively across its operations and today operates one of the highest numbers of automated material handling systems within the domestic chemical processing sector. By significantly reducing direct human involvement in material movement and handling, these systems lower the risk of incidents arising from manual intervention or human error, thereby strengthening overall Occupational Health and Safety (OHS) performance.

Automated Material Handling and Hazard Prevention

The Company is progressively transitioning toward the procurement of raw materials in bulk packaging formats, supported by fully automated material transfer and handling systems. These systems are designed to manage routine as well as hazardous chemicals with minimal human exposure, thereby reducing potential health and safety risks and preventing operational incidents.

In addition, Deccan operates an advanced in-house process hazards laboratory that strengthens its preventive safety capabilities. This facility enables systematic evaluation of risks associated with materials and processes, including those highlighted by customers or suppliers, as well as the identification of previously unknown hazards. The insights generated through these assessments contribute directly to safer process design and execution, further enhancing safety standards across manufacturing operations.

Safety Parameters	2024-25	2023-24	2022-23	2021-22
Number of fatalities as a result of work-related injury	0	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0
Number of recordable work-related injuries	0	1	0	0
Total Recordable Injury Rate (TRIR)	0	0.14	0	0

*Table doesn't include first aid cases reported

Core Elements of a Health and Safety Management System

Deccan's Health and Safety Management System is founded on a structured, risk based framework designed to safeguard employee well being, ensure operational safety, and protect the surrounding community.

Process and Occupational Safety

The system integrates Process Safety Management and Industrial Hygiene to identify, evaluate, and control physical, chemical, ergonomic, and psychosocial risks. Targeted mitigation measures address workplace exposures such as noise, temperature extremes, hazardous substances, and repetitive strain risks.

Operational Safety Systems

A suite of safety controls—including permit to work systems, management of change, incident investigation, job safety analysis, and mandatory PPE—underpins safe operations. These are reinforced through structured training, including safety induction and role specific programmes.

Hazard Identification and Risk Assessment

Comprehensive hazard identification and classification mechanisms enable systematic risk evaluation and control. Chemical risk assessments are conducted prior to handling, with risk levels determined through severity likelihood analysis aligned with hazard classifications.

Emergency Preparedness and Response

All facilities operate comprehensive On Site Emergency Management Plans aligned with regulatory requirements. Advanced infrastructure, dedicated response teams, and periodic mock drills ensure readiness. The plans are regularly reviewed and updated to maintain effectiveness and resilience

Monitoring and Compliance

Robust monitoring frameworks include periodic workplace assessments by accredited agencies, internal exposure monitoring, and continuous evaluation of physical and chemical hazards. Noise mapping and health surveillance programmes further ensure employee protection.

Fire Detection and Alarm Systems

Fire detection and alarm systems at Deccan include a centralized main fire alarm notifier panel located within the Emergency Control Centers and integrated with the SCADA system to enhance monitoring and operational control. This panel supervises the complete fire detection, protection, and alarm network, identifies the exact location of an incident, and transmits alerts to repeater panels installed in control rooms across the site. The addressable design of the system enables rapid and accurate identification of emergencies.

Occupational Health & Wellbeing and Medical Emergency Management

Medical emergency management is supported through fully equipped Occupational Health Centers at each plant location. These centers can administer first aid in compliance with the requirements of the Factories Act and applicable state Factories Rules. An ambulance is permanently stationed at each Occupational Health Centre and operates round the clock. Staff include a medical assistant, an ambulance driver, and certified first-aid providers who are always available. Lists of trained emergency rescue team members, along with their contact details, are prominently displayed at both the Emergency Control Centre and Occupational Health Centre. In addition, specific antidotes for the principal chemicals handled at each unit are identified and maintained at all Occupational Health Centers to enable prompt medical response in the event of chemical exposure.

Prioritizing stress management and psychological wellbeing in the workplace is essential because it directly impacts both employee health and the organization's bottom line. Our organization has taken proactive actions to address workplace stress and psychological wellbeing. We have implemented several key initiatives, including:

- Workplace risk assessments and job safety analyses
- Workplace flexibility and clearly defined role profiles
- Emphasis on two-way communication and skill-building activities
- Physical wellness programs
- Psychological support and awareness sessions led by domain experts
- Active Safety Committees at all locations
- Daily 'HSE THOUGHT' communication with monthly HSE theme
- Safety update at the start of every meeting
- Regular health talks and targeted safety trainings
- Safety observation and reporting
- Rewards and Recognitions for employees as well as for contractors on safety contributions
- Implementing safety management systems

Mock rehearsal training - Emergency Preparedness

Deccan's Process Safety Mechanisms

Process Safety Management is at the core of the operations at Deccan Fine Chemicals. CCPS process safety management model is followed across all the threemanufacturing sites.

PSM element	Focus areas
Process Safety Information	Hazards of materials (Flammability, Toxicity, Reactivity) Process design basis (PFD, PID, Process chemistry, operating conditions) Equipment design basis
Process Risk Assessment	Hazards assessment Risk assessment (HAZOP, QRA, LOPA, What-IF, FMEA) Consequence analysis (dispersion modelling) Human factors analysis
Operating procedures and safe practices	Parameters for safe operation Consequences of operating outside process limits Corrective actions to avoid deviations
Management of change	Assess impact of any change (technology, people) on HSE Documentation of changes and rationale for approval
Quality Assurance	Design basis and criteria documented for equipment Written quality control procedures for equipment fabrication Appropriate checks and procedures to ensure that equipment is fabricated and built as per design specifications
Pre-start up safety review	Final check of new/modified equipment/ process/ facility to ensure that its safe to operate Ensures all recommendations from risk assessment process is completed Team should be multidisciplinary (operations, maintenance, tech services, HSE)
Asset Integrity	Predictive and preventive maintenance program Establishes quality control for maintenance, spare parts and equipment
Training and performance	Ensures that the operating personnel are trained and skilled Training need analysis based on skill set
Contractors	Ensures all contractor activities are assessed for hazards, risks and controls placed Performance monitoring of contractors based on safety metrics
Incident Investigation	Investigation of all serious, potentially serious incidents to improve HSE performance Prevents recurrence of incidents, identifies weakness in HSE systems and guides development of HSE standards
Emergency response and planning	Planning for potential emergencies (consequence analysis, written ERCP procedures) Develop and conduct training programs Auditing of ERCP and associated system
Auditing	Provides a measurement of compliance with established PSM program Compares performance Vs established standards Internal, external audits

Process safety management is a set of formal management practices designed to prevent, mitigate and respond to process plant incidents that can affect operating personnel, off- site communities, environment or that can result in significant property damage and business loss. PSM controls a manufacturing process by identification, assessment and mitigation of process hazards and risks.

The core areas include:

- Process Safety Management
- Process Hazards Assessment
- Process Risk Assessment.

Process Safety Management

Process Safety Management is a core element of Deccan's overall health and safety approach, focusing on controlling hazards linked to the physical work environment. It encompasses the identification and mitigation of exposures such as high noise, vibration, and extreme temperatures - conditions that, if left unmanaged, could adversely affect employee well-being and compromise safe and reliable operations.

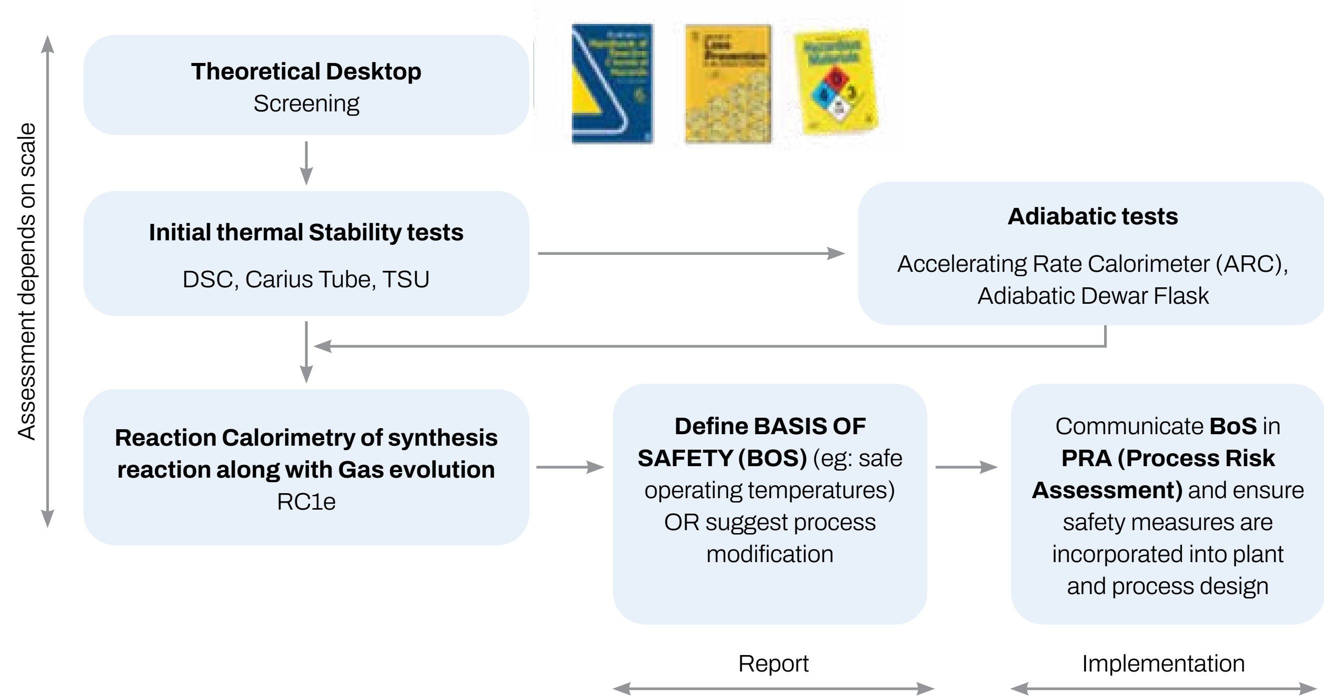
Process Hazards Assessment (Chemical Reaction Hazards and Fire & Explosion Hazards)

All chemical processes are assessed for process hazards (Chemical reaction hazards and Fire & Explosion hazards associated with powders) before scale up. Chemical reaction hazards are assessed at the Process Hazards Labs (one each at TUNI& Goa site). Fire & Explosion hazards associated with powders is currently assessed at external testing laboratory.

The assessment for chemical reaction hazards starts at an early stage with the close coordination between the process chemistry and the process hazards team, where the inherent hazards are identified using literature screening and chemical reactivity worksheets. This helps in identifying any showstoppers/ potential incidents at the lab scale during the very early stage of process development.

This is followed by experimentation with calorimeters.

- Mettler Toledo Differential scanning calorimetry (DSC) with High-Pressure gold-plated crucibles and Carius tube testing is used for initial screening for heat and gas generation from thermal instabilities.
- Accelerating Rate Calorimetry (ARC) and ambient pressure Dewar calorimetry for studying the sample under low heat loss (adiabatic) conditions. Isothermal measurements are also carried out using the DSC and ARC for assessing autocatalytic thermal decompositions.
- Reaction calorimeter (RC1e) along with the U-tube gas manometer is used for studying heat of reaction, gas generation and kinetics for synthesis reactions operating from ambient to 6barg pressure.

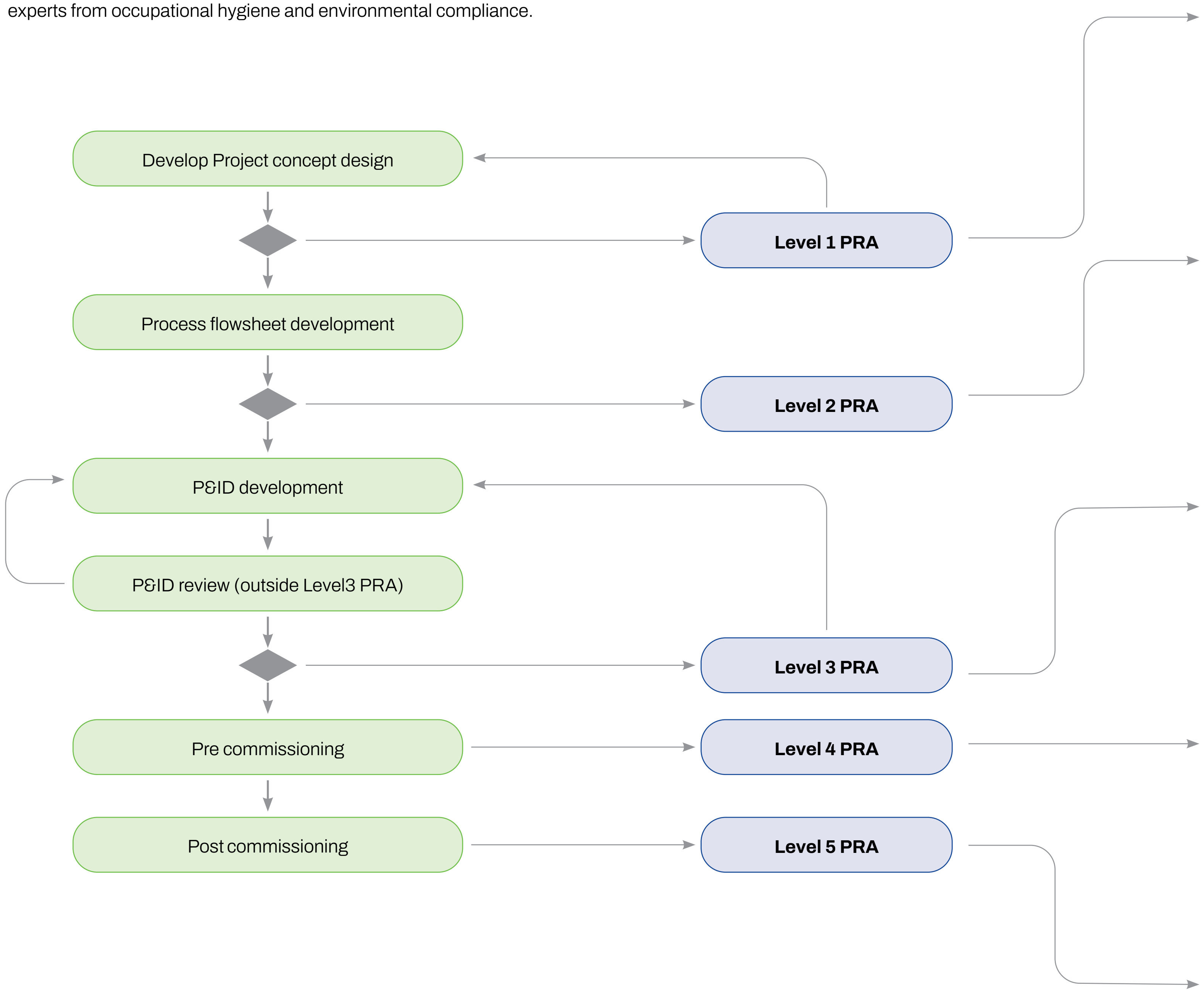


The results from the hazard assessment is used to arrive at the Basis of Safety and this is reported in the form of Chemical Reaction Hazard Assessment report. The process is then risk assessed by the Process Risk Assessment team to evaluate the layers of protection before scale-up at pilot and commercial scales.

A team of competent chemical engineers and physical chemists who have the necessary expertise with previous assignments in global reputed pharmaceutical and agrochemical companies manages the lab.

Process Risk Assessment

A five level Process Risk Assessment methodology is followed. The PRA team consists of personnel from process chemistry, process hazards group, process engineers, plant operation engineers, plant mechanical and maintenance team and any other experts from occupational hygiene and environmental compliance.



Level 1 PRA
Hazards data

Physical properties, Toxicity data, Fire& explosion data for liquids, gases, vapors and powders, chemical compatibility, Material of construction compatibility, Thermal stability data, Engg data

Level 2 PRA
Major risks identification

validates key design requirements and control strategies

Concentrates on identification of major risks- Fire & Explosion, Over-pressurization, Toxicity (acute & chronic), Environmental release

Level 3 PRA
(HAZOP)

Continuation of Level 2 in great detail confirms safe design and operation- HAZOP

Uses a set of deviation keywords for process parameters

Level 4 PRA
(PSSR)

Carried out before introduction of hazardous material into plant

Ensures all PRA actions are complete and controls are in place

Level 5 PRA

PRA revalidation

Once in 3years or before a campaign start-up or after a major process change

The PRA assesses and defines the Layers of Protection for mitigation of the risks in the following order:

- Safe by design- Rate controlled reactions, operations below thermal decomposition where possible, dilution of high energy compounds, operation below flash point of solvent where possible, Indirect heating cooling systems, Inertisation, static hazard control measures, closed sampling and handling of chemicals
- Basic Process Control systems- DCS Interlocks for temperature, pressure , level, pH, weight, density for phase separation
- Critical alarms- alarms based on PRA
- SIS- Additional SIS Interlocks based on PRA in accordance with IEC61511
- Physical protection and runaway suppression- Overpressure protection with RD&SRV, Quench systems for critical reaction runaway control
- Post release physical protection- Bunds for tanks farm, enclosures with LEV for toxic gas storage room, flange guards, catch tanks for runaway reactions, pipe in pipe for toxic chemicals pipelines
- Plant and community emergency response- Foam sprinkler and hydrant system for fire protection, gas suppression for DCS rooms, emergency control center, occupational health center, community emergency response preparedness.

8.4 Employee focus

Employment Practices

Deccan is deeply committed to maintaining excellence in talent acquisition by attracting and retaining high-quality professionals. Our recruitment philosophy is firmly based on merit, supported by a structured and continuously refined hiring process. A key component of this strategy is our employee referral program, which leverages the professional and social networks of existing employees to identify candidates who possess both the right competencies and cultural alignment.

Equal opportunity employment is a fundamental principle embedded in our recruitment practices. We take deliberate steps to prevent discrimination of any kind at all stages—including employment, hiring, promotion, and professional development—based on gender, religion, race, caste, or socioeconomic background. Hiring managers are encouraged to actively promote gender diversity and build inclusive teams with balanced representation. Awareness training on diversity, discrimination, and harassment is provided to employees, with 100% of the total workforce across all locations having received this training. In strict adherence to national labor laws, we employ only individuals who have attained the minimum legal working age of 18 years, thereby reinforcing our commitment to ethical employment standards. Additionally, we contribute directly to the domestic economy, as all our permanent and contractual employees are Indian nationals.

Deccan ensures 100% age verification of all contract employee through Form-2 (New Contract worker Registration Form) through official documents including Aadhaar Card, Birth Certificate, School Leaving Certificate, and Pre Employment Medical Tests. Robust internal controls are in place, with age verification conducted at multiple stages, including at the Security Gate, Occupational Health Centre (OHC), and HR function, using documents such as ESIC Membership Card, Aadhaar Card, and Birth Certificate.

At the close of the 2024–25 reporting period, Deccan employed a total workforce of 3388 individuals. By cultivating a workplace defined by fairness, inclusivity, and merit-based growth, Deccan continues to set a strong example of responsible and equitable employment practices within the industry.

100%
of the applicable workforce across all locations is covered by formal collective agreements concerning working conditions, including employment terms and workplace practices.

Total 3%
of employees that are part of trade unions

Women employees are **5.67%** of the total workforce and more than **19%** of the total women employees are in managerial roles.

Full Time Employee count by location

Location	Total Employees (Nos.)			
	2024-25	2023-24	2022-23	2021-22
Tuni	2,067	2,110	1,773	1,406
Ankleshwar	528	561	478	426
Goa	663	609	536	483
Corporate Office, Hyderabad	130	130	106	100
Total	3,388	3,410	2,893	2,415

Employee count by age and gender

Year	Age Group (Nos.)			Gender (Nos.)	
	<30 Yrs.	30-50 Yrs.	>50 Yrs.	Male	Female
2024-25	1,069	2,087	232	3,196	192
2023-24	1,154	2,024	232	3,251	159
2022-23	969	1,694	230	2,776	117
2021-22	846	1,357	212	2,315	100

During the reporting period, Deccan recorded zero incidents of corruption or bribery, zero no cases of discrimination or harassment, and zero conflicts of interest. Furthermore, there were zero occurrences of money laundering or insider trading, reflecting the company's strong adherence to ethical standards and compliance requirements. In addition, zero compliant/grievance reported to whistle blower for grievance redressal during FY 2024-25

100%

of the total workforce received training on code of conduct & POSH

Deccan provides a formal mechanism for employees to raise concerns or report violations, with multiple internal reporting channels available. All complaints are handled confidentially, and employees are protected from discrimination or retaliation when reporting issues in good faith.

New employee hires (Nos.)

Location	2024-25	2023-2024	2022-2023	2021-2022
Ankleshwar	50	163	151	61
Goa	114	126	89	42
Tuni	354	760	766	715
Corporate office Hyderabad	16	NA	NA	NA

New employee hires

Year	Age Group (Nos.)			Gender (Nos.)	
	<30 Yrs.	30-50 Yrs.	>50 Yrs.	Male	Female
2024-25	352	179	3	462	72
2023-24	595	452	2	981	68
2022-23	557	448	6	967	39
2021-22	447	367	4	783	35

Employee Turnover (Nos.)

Location	2024-2025	2023-24	2022-2023	2021-2022
Ankleshwar	69	80	99	64
Goa	61	53	40	46
Tuni	398	423	399	327
Corporate office Hyderabad	16	N/A	N/A	N/A

Employee Turnover (Nos.)

Year	Age Group (Nos.)			Gender (Nos.)	
	<30 yrs.	30-50 yrs.	>50 yrs.	Male	Female
2024-25	288	241	15	505	39
2023-24	295	233	28	521	35
2022-23	301	217	20	515	23
2021-22	226	189	22	430	7

Advancing Gender Diversity

Deccan is committed to fostering an inclusive workplace that actively promotes gender diversity, with a particular focus on strengthening female participation in STEM disciplines and leadership positions. Gender equity is integral to our business strategy and aligns with our broader vision of contributing to a more just and balanced society. As part of our ESG priorities, we are taking deliberate steps to increase women's representation in technical and managerial roles.

Our organizational environment is structured to support and accelerate women's career progression into leadership. Through focused initiatives and development programs, we seek to empower women by providing access to the resources, skills, and opportunities necessary for long-term success. These efforts are aimed at reducing gender gaps within STEM and management roles across Deccan.

The number of women employed in STEM-based and managerial roles is outlined below:

174

STEM

37

Managerial

Yogesh Arora

Vice President Human Resources, Administration & Corporate Social Responsibility

The diversity is not limited to the nature; we also care about people diversity in all our functions. Recently, I was attending a meeting of HR fraternity from manufacturing organisations. A topic came up on number of women employees working in factories. Majority of them came up with a single digit figure in spite of having a huge headcount. When I mentioned that we have more than 100 women employees at our manufacturing site, we could see some very astonished faces. We are among the first manufacturing sites in Goa that got permission from the factories department to deploy women in shifts – bringing a real shift to a social norm. The women not only work in laboratories and administrative functions, but also lead their way in manufacturing plants. Indeed, we take real pride in the women working in our organisation.

Another initiative that we brought some years back was through the introduction of Skilled Development Program for local youth from poor families. The thought was to develop skills among them to make them employable in the chemical industry. The program was in collaboration with the office of Goa Labour commissioner wherein the unemployed talented youth from needy families were identified and were given training at site for a period of one year. This included rigorous classroom as well as on the job training. Subsequently, majority of them have been absorbed as operations executive with the organisation. The success of this program has now made it a regular feature at our Deccan site.

We have employees from all strata of the society, getting equal opportunity and with full participation to learn, grow and perform their best!

Our Deccan Santa Monica site is an amazing site that anyone visiting would easily fall in love with. People often compliment that it feels like you are entering an eco-resort. The site is covered of 34 percent of green area, reservoir for rainwater harvesting and a plenty of flora & fauna. Presence of crocodiles, migratory birds, langurs and many other species makes it a nature lover's paradise. Of course, we manufacture chemicals here.

Life at Deccan

New Recruits

All newly hired employees at Deccan participate in a structured, full-day induction program designed to ensure a smooth transition into the organization. This onboarding session provides a comprehensive overview of key organizational policies and practices. Employees are introduced in detail to the Code of Conduct, which defines the ethical principles and professional standards expected across the organization.

The induction also covers Human Resources policies, administrative procedures, grievance redressal mechanisms, performance management frameworks, and reward and recognition programs. In addition, new employees receive guidance on workplace safety, site entry requirements, and compliance with safety protocols. This end-to-end orientation equips new team members with the foundational knowledge required to integrate effectively into Deccan's culture and contribute confidently from the start.

Performance Evaluation

Deccan places strong emphasis on systematically assessing employee understanding and application of job responsibilities following training programs. All internal training is followed by mandatory evaluations, which may include written assessments, verbal feedback, or practical skill demonstrations. Where performance gaps are identified, corrective training measures are implemented to address specific needs.

Deccan's Performance Management framework is designed as a continuous, year round process that emphasizes goal alignment, regular feedback, and open dialogue between employees and line managers. The process includes structured goal setting, informal ongoing discussions, and formal mid year and year end performance reviews, ensuring that expectations, performance outcomes, and development needs are clearly understood.

Employees actively participate through self assessments and ongoing feedback exchanges, supporting two way communication and transparency. The framework also integrates individual development through competency and development goals, while linking performance outcomes to merit increases, performance bonuses and Short Term Incentives (STI), which are based on both company and individual performance.

Annual performance appraisals are conducted for all employees and are benchmarked against clearly defined Key Performance Indicators (KPIs). During the 2024–25 financial year, 100% of eligible employees successfully completed their annual performance evaluations. Additionally, as part of our assurance practices, gender pay parity assessments are undertaken to reaffirm our commitment to equitable and unbiased compensation across the organization.

Performance review No. of employee	
Ankleshwar	457
Tuni	1,664
Goa	587
Corporate office Hyderabad	120

Learning and Development

Deccan's Human Resources team works closely with department heads and line managers to support continuous professional development and career growth through structured training initiatives. At the beginning of every year, career development proposal was prepared along the planning key performance indicators are prepared for 100% of the employees. The training calendar was prepared based on the career development requirements; role based training requirements and based on mandatory HSEQ trainings. A dedicated training team, supported by HR, delivers these programs, while an automated tracking system monitors individual training completion and progress.

Looking ahead, the organization plans to implement an enhanced training dashboard that will offer greater visibility in each employee is learning journey. This tool highlights completed trainings, identify strengths, and flag skill gaps that may require further development to ensure optimal job performance.

The Role-Based Training Matrix (RBTM) defines mandatory and refresher-training requirements aligned to specific job roles. This matrix is reviewed and approved annually by site leadership and departmental heads before being rolled out in line with an established training calendar. The training coordinator manages oversight and coordination of training activities.

For employees not based at operational sites, Departmental or Sectional Role-Based Training programs are conducted using a similar governance framework, ensuring that all employees receive training relevant to their functional responsibilities and professional development needs. Additionally, Deccan facilitates internal job postings through the Darwin Box platform, enabling employees to explore and apply for career advancement opportunities within the organization, thereby supporting talent mobility and growth.

Employees trained by type of training

S. No	Description of the Course	Total hours offered	No. of Persons			
			2024-2025	2023-2024	2022-2023	2021-2022
1	Internal Courses for Skill Upgradation	96,611	3,368	3,326	2,841	1,949
2	External Courses for Skill Upgradation	19,519	490	943	1,331	8,632

Employees trained by gender (Internal training)

Gender	2024-25 (Nos)	2024-25 (Hrs.)
Male	3,202	93,313
Female	166	3,298

Employees trained by category

Category	2024-25 (Nos)	2024-25 (Hrs.)
Managerial	1,592	51,805
Non-Managerial	1,776	44,806

1407 Hrs.

Training hrs. On Human rights

Employee Well being

At Deccan, we firmly believe that our employees form the foundation of our organizational success, and supporting their professional advancement remains a key priority.
We are committed to enabling our workforce with the capabilities required to perform effectively in their roles, while simultaneously reinforcing the importance of health, safety, and environmental responsibility. Robust benefits framework designed to meet— and in many cases surpass — prevailing industry benchmarks complements our focus on employee growth.

Employee satisfaction surveys indicated an overall satisfaction level of **83%** during the reporting period.

Dr.Luis Ataide

Factory Medical Officer, Santa Monica Works

At Deccan Fine Chemicals, Goa, employee health and safety is our primary priority. To support this commitment, we have established the "Deccan Stay Fit Programme," an initiative dedicated to the continuous improvement of our HSE standards.

As part of this programme, we conduct medical evaluations for all employees upon hiring, quarterly checks and comprehensive annual medical examinations.

Our Occupational Health services include:

- Medical Care: 24/7 emergency services, outpatient care, counselling, and preventive treatment.

- Training: Regular sessions regarding First Aid, ergonomics, mental health, nutrition, and lifestyle management.

- Risk Management: Specialized training on chemical handling, Personal Protective Equipment (PPE) protocols, and the application of antidotes.

- Well-being: Immunization programs, yoga sessions, corporate sports events, and regular health communications.

- On-site Monitoring: Plant medical support during critical operations and regular workplace hygiene audits conducted by the Factory Medical Officer and Occupational Hygienist.

We remain dedicated to ensuring the overall well-being and safety of our workforce.

Employees at Deccan receive a comprehensive suite of benefits aimed at supporting them throughout their association with the organization. This includes full adherence to statutory leave provisions as prescribed by law. To ensure financial protection for employees and their families, we provide life insurance coverage under the Employees' Deposit Linked Insurance (EDLI) Scheme administered by the Employees' Provident Fund Organization (EPFO).

In addition to statutory coverage, we extend a 24-hour Term Life Insurance policy to offer enhanced security. Recognizing the importance of maintaining a healthy work–life balance, Deccan also provides round-the-clock Group Personal Accident Insurance and offers structured support during significant life milestones. Employees are eligible for maternity and paternity leave, flexible working hours, reinforcing our commitment to family well-being.

To support personal milestones, confirmed employees are eligible for marriage leave comprising five days of paid absence along with a celebratory financial gift of ₹7,500. We also have measures in place to assist employees as they approach retirement, ensuring continued care and support beyond active service.

Additional employee welfare initiatives include bereavement leave, along with allowances for accommodation, commuting, and meals. Employees are further supported through access to spousal health check-ups and the opportunity to enroll parents under a Medi-claim policy at subsidized rates. In line with statutory requirements, parental leave entitlements are provided in addition to regular mandated leave, reinforcing Deccan's commitment to employee well-being and family support. Annual health checkup carried for all the residential contractors and 100% of contractors are subjected to pre-employment health-check-up before induction. In addition, contractors performing work at height are subjected to health checkup once six months

Employees Availed Parental Leave (Nos.)

Year	No. of Employees, by gender, taken Parental Leave		Total number of employees that returned to work in the reporting period after parental leave ended, by gender		No of employees returned to work after parental leave ended, who were still employed twelve months after their return to work
	Male	Female	Male	Female	
2024-25	21	3	21	3	24
2023-24	26	3	26	3	29
2022-23	22	2	22	2	24
2021-22	19	2	19	2	21

Freedom of Association	FY 2024-25
No. of Employees in Union/ Association	103
% of Employees	3.0%

8.5 Supply chain management

Sourcing from India represents **58%** of our total procurement spend by value, reflecting more than one percentage increase in domestic sourcing from previous fiscal year.

At Deccan, sustainability is a core consideration across our procurement and logistics operations. We have adopted structured measures to reduce environmental impact, enhance the safety of stakeholders, and build long term supplier partnerships aligned with our sustainability principles. These actions form an integral part of our corporate responsibility framework and reinforce our commitment to ethical and environmentally responsible business practices.

Procurement team's performance KPIs include KPIs related to HSE & sustainability. 100% of the material procurement and supply chain team are trained on sustainability, ESG metrics, sustainable procurement and supply chain risks. All of the residential contractors and the suppliers subjected for supplier code of conduct agreement that includes clauses on HSE, Sustainability and ESG metrics reporting aspects.

Reducing Emissions in the Supply Chain

Deccan is actively working to reduce emissions across its value chain, with procurement transformation playing a central role. To mitigate the environmental impact of long distance transportation, we have increased local sourcing and reduced reliance on imported raw materials. In FY 2024–25, we sourced 3860 metric tons of raw materials from suppliers located near our facilities, resulting in a reduction of approximately two lakhs kilometers of transportation by sea and road. We have also introduced rail transport alongside road logistics to further lower emissions.

By transitioning materials previously imported to local sourcing, we have supported the domestic economy while significantly reducing transportation distances and fossil fuel usage. Strategic use of rail transport has further contributed to substantial reduction of fuel consumption. Our logistics strategy prioritizes optimized delivery points to ensure shipments are received as close as possible to operational sites.

In parallel, Deccan has initiated supply chain sustainability programs focused on both environmental and social parameters. Key suppliers have been identified, and targeted "quick win" initiatives have been implemented to accelerate decarbonization across the value chain. These steps reinforce our broader sustainability objectives and demonstrate responsible supply chain stewardship.

Logistics and Safety

Deccan's commitment to safety and risk minimized logistics is demonstrated through the transition to bulk packaging for raw materials. This approach reduces potential exposure to hazardous substances for employees, supply partners, and local communities. Automated handling and direct transfer into processing systems significantly limit human contact and reduce risks related to spillage and contamination.

Bulk materials are transported using certified tankers designed to safely carry high volume loads, lowering accident risks associated with vehicle strain and maintenance issues. Transportation safety is further strengthened through route surveys, GPS tracking, and third party oversight by Nicer Globe to ensure secure and efficient logistics.

For hazardous material transport in Goa, specialized agencies conduct detailed route reconnaissance to identify the safest transit paths. These measures include access to emergency services, vehicle and driver security checks, and escort services where required, ensuring the highest standards of safety and environmental protection.

Circular Economy

In line with circular economy principles, Deccan has taken steps to reduce plastic consumption in storage and material handling. We have transitioned from HDPE drums to ISO tanks for materials such as ethyl acetate and acetic anhydride, reducing polymer usage. Finished goods are increasingly transported in bulk ISO containers, and wooden pallets are recycled and reused.

Packaging waste has been further reduced by replacing smaller 25 kg packages with 750 kg bulk containers, minimizing residual material and the risk of soil or water contamination. Reuse programs are in place for HDPE drums, IBCs, and wooden pallets, which are returned to suppliers for refilling.

In FY 2024-25, 178.5 metric tons of wooden pallets were refurbished and reused, contributing to resource conservation and waste reduction across the value chain.

Building Sustainable Supplier Relationships

Deccan recognizes that credible sustainability depends on the performance of its entire value chain. As part of this commitment, our Supplier Code of Conduct is now mandatory for all partners. We require a formal sign-off from every supplier, regardless of total business volume. Furthermore, the Supplier Code of Conduct has been updated to include specific ESG (Environmental, Social, and Governance) requirements to ensure our entire supply chain aligns with our sustainability goals.

Supplier audits are conducted to ensure compliance with these standards. During FY 2024-25, 28 supplier facilities across operational locations were audited. Till FY 24-25, 25% of our suppliers were audited on supplier code of conduct and we plan to expand audit coverage to approximately 50% of suppliers by 2026

Ethical & Resilient Supply chain

At Deccan, we believe that building a sustainable supply chain is essential for delivering responsible, future-ready solutions. Our sustainable Supply Chain Policy and Supplier Code of Conduct guide us in this endeavour. We expect all our suppliers to integrate environmental stewardship into their operations, comply with all relevant laws, maintain safe and fair working conditions, prevent bribery and corruption, and conserve resources. By incorporating these principles into our sourcing strategy, we ensure that our partners uphold the same high standards we adhere to, thereby strengthening the resilience and integrity of our value chain.

Our Approach to Supplier Selection and Management

We cultivate long-term partnerships with suppliers who demonstrate a commitment to responsible innovation. This includes actively avoiding child or forced labour, discrimination, and unsafe practices, while simultaneously promoting the efficient use of water, energy, and materials. Our supplier selection process is strategic and transparent, carefully balancing cost competitiveness, reliability, operational excellence, and alignment with Responsible Care® principles and our ESG commitments.

Before on-boarding any supplier, they undergo a thorough pre-screening process. This assessment covers legal and regulatory compliance, labour and human rights practices, quality standards, sector and geographic risk exposure, and technical capabilities. These rigorous checks enable us to identify and mitigate potential risks effectively, while simultaneously reinforcing responsible business conduct throughout our supply chain.

Following on-boarding, sourcing is handled by the supply chain and materials management function. This function utilizes collective purchasing power across all company locations to boost efficiency, ensure consistency, and promote transparency. Specialized teams focused on raw materials and packaging work together across different sites to create a single point of contact for procuring frequently used items. This centralized system improves cost-effectiveness and supply dependability, while also underscoring our dedication to quality, innovation, and sustainable practices, all under robust governance.

Advancing Supplier Sustainability: Assessment and Capacity Building

A Supplier Sustainability Assessment Framework, specifically targeting key suppliers, is enhancing our sourcing strategy. Through an ESG-aligned supplier code of conduct and questionnaires, we assess performance in areas such as human rights, safety, environment, ethics, and governance. We then work collaboratively with suppliers to address any identified shortcomings. Our training and awareness programs reinforce our Code of Conduct and ESG expectations, equipping suppliers to actively prevent child labour, forced labour, discrimination, and corruption, while simultaneously developing systems for responsible growth.

As the Supplier Sustainability Assessment Framework evolves, Deccan intends to transparently report on its progress in the Sustainability Report, thereby building greater trust with our stakeholders. Collectively, the sustainable Supply Chain Policy, Supplier Code of Conduct, digitized procurement process, structured ESG assessments, and continuous training and our vision for a collaboration focused on creating a continuous improvement loop across our value chain. Through this evolving framework, we aim to ensure that every supplier in our network contributes to a responsible, ethical, low-carbon, and resilient value chain. Our goal is to align with global sustainability standards and support long-term, sustainable partnerships that benefit all parties involved. We look forward to working together to achieve these objectives

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Independent Assurance Statement

To,
The Directors and Management,
Deccan Fine Chemicals (India) Private Limited, 8-2-293/82/A/74A,
Road No. 9, Jubilee Hills, Hyderabad – 500 033, Telangana, India

Deccan Fine Chemicals (hereafter 'DFCPL') commissioned TUV India Private Limited (TUVI) to conduct independent external assurance of non-financial ESG indicators disclosed in DFCPL's Sustainability Report (hereinafter 'the Report') for the period 01/04/2024 to 31/03/2025. The Sustainability Report has been prepared with reference to the GRI Standards 2021. The assurance engagement was conducted as an Independent Type 2 Moderate Level Assurance engagement in reference with the AA1000 Assurance Standard v3 (AA1000AS v3), the Global Reporting Initiative (GRI) Standards 2021, the AA1000 AccountAbility Principles (2018), and DFCPL's internal ESG data management procedures, applied specifically to the assurance of selected non-financial ESG disclosures and data within the specified organizational boundary. The verification was conducted within the reporting boundary during January 2026.

The assurance process was conducted with reference to the following applicable frameworks and guidelines:

- *GRI Standards 2021, including GRI 1: Foundation, GRI 2: General Disclosures, GRI 3: Material Topics, and applicable Topic-specific Standards (300 and 400 series); and*
- *AA1000 AccountAbility Principles Standard (AA1000 AP 2018) and AA1000 Assurance Standard v3 (AA1000AS v3).*

Management's Responsibility

DFCPL has developed the Report content and is responsible for identifying material sustainability issues relevant to its operations through its materiality determination process, and for establishing corresponding processes for performance management, data governance, and quality control. DFCPL's management is accountable for the collection, analysis, preparation, and disclosure of ESG information presented in the Report, whether in web-based or printed format, including the maintenance and integrity of the company's website where such information may be presented. The Report has been prepared with reference to the applied criteria of the GRI Standards 2021, and DFCPL's management is responsible for ensuring it is free from material misstatements, whether intentional or unintentional, thereby maintaining the trust and confidence of stakeholders in the disclosed information. Financial figures referenced within the Sustainability Report were derived from DFCPL's audited financial statements; however, such financial information was not subject to assurance procedures under this engagement, and DFCPL remains responsible for its appropriate presentation and application within the Report. DFCPL is further responsible for ensuring the archiving and reproducibility of disclosed ESG data, making it available to relevant stakeholders upon request. Any partial reproduction of this assurance statement may lead to misinterpretation of its scope, procedures, and conclusions; therefore, the assurance conclusion should be read in its entirety, together with the defined scope, methodology, limitations, and criteria described in this statement.

Scope and Boundary

The scope of this assurance engagement covered the verification of selected non-financial ESG disclosures included in DFCPL's Sustainability Report, prepared with reference to the GRI Standards 2021. The assurance engagement included the following key activities:

1. Verification of Report Content and Material Topics Assessed the application of Report content with reference to material topics identified through DFCPL's materiality determination process, and evaluated the quality, clarity, and consistency of sustainability information disclosed, consistent with the principles of the GRI Standards 2021 over the defined reporting period.

2. Review of Governance Policies and Practices Examined key governance-related policies and practices referenced in the Report, including but not limited to the Code of Conduct, Corporate Social Responsibility (CSR) policy, Prevention of Sexual Harassment (POSH) policy, and the Whistle Blower mechanism, along with related management approach, initiatives, and performance disclosures as per the GRI Standards.

3. Review and Verification Against GRI Standards 2021 Requirements Reviewed the non-financial disclosures presented in the Report for alignment with the applicable requirements of the GRI Standards 2021 and verified the reliability of selected disclosures related to environmental and social topics through sampling and testing of supporting data and documentation.

4. Assessment of Specified Information for Stakeholder Relevance Evaluated whether the specified ESG disclosures selected for assurance are based on DFCPL's materiality determination, reflect material concerns, and are meaningful and relevant to the Report's intended stakeholders.

5. Verification of Supporting Evidence Verified supporting evidence on a sample basis for the ESG disclosures listed within the scope of this engagement.

TUVI has verified the below-mentioned disclosures given in the Report:

Topic	Indicator	GRI Disclosure
Indirect Economic Impacts	Infrastructure Investments and Services Supported	203-1
Materials	Materials used by weight or volume	301-1
	Recycled Input materials used	301-2
	Reclaimed products and their packaging materials	301-3
Energy	Energy consumption within the organization	302-1
	Energy Intensity	302-3
Water & Effluents	Water withdrawal	303-3
	Water discharge	303-4
	Water consumption	303-5
Waste	Waste Generated	306-3
	Waste diverted from disposal	306-4
	Waste directed to disposal	306-5
Emissions	Direct (Scope 1) GHG emissions	305-1
	Energy indirect (Scope 2) GHG emissions	305-2
	GHG emissions intensity	305-4
	Nitrogen Oxides (NOx), Sulphur Oxides (SOx), and other significant air emissions	305-7
Employment Training and Education	New Employee Hire & Turnover Details	401-1
	Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2
	Parental leaves	401-3
	Average hours of training per year per employee	404-1
	Programs for upgrading employee skills and transition assistance programs	404-2
	Percentage of employees receiving regular performance and career development reviews	404-3
Occupational Health and Safety	Occupational health and safety management System	403-1
	Worker participation, consultation, and communication on occupational health and safety	403-4
	Workers covered by an occupational health and safety management system	403-8
	Work-related injuries	403-9
	Work-related ill health	403-10
Local communities	Operations with local community engagement, impact assessments, and development programs	413-1

Note on GRI 203-1 (Indirect Economic Impacts): Infrastructure investments and services supported under GRI 203-1 were verified based on DFCPL's CSR and community-development expenditure for FY 2024-25. The quantification basis is the actual CSR spend recorded in DFCPL's financial and CSR records (maintained consistent with the company's statutory CSR obligations under Section 135 and Schedule VII of the Companies Act, 2013), allocated by project category and beneficiary location under the company's community-development activities (consistent with GRI 413-1).

The reporting aspect boundaries are set out in the report covering the ESG KPI performance of DFCPL, encompassing DFCPL's Head Office in Hyderabad and the operational facilities located in Goa, Ankleshwar (Gujarat) and Tuni (Andhra Pradesh). The addresses are as follows:

1. Head Office: Deccan Fine Chemicals (India) Private Limited
   8-2-293/82/A/74A, Road No. 9, Jubilee Hills, Hyderabad – 500 033, Telangana, India
2. Deccan Fine Chemicals (I) Private Limited,
   Kesavaram (V), Venkatanagaram (Post), Payakaraopeta, Visakhapatnam-531 127, Tuni, Andhra Pradesh, India.
3. Deccan Fine Chemicals (India) Private Limited
   Survey no. 28/1-A, Santa Monica Works, Corlim, Ilhas, Tiswadi, Goa-403110, India
4. Deccan Fine Chemicals (India) Private Limited
   3501 to 3515, 6301-6313 & 16 Meter Road/B1 & Plot No. 6008 to 6010,
   GIDC Industrial Estate, Ankleshwar – 393002, India.

Onsite Verification: DFCPL Tuni Plant, located in Tuni, Andhra Pradesh, India – 12/01/2026 followed by remote/desk verification procedures.

Remote Verification:

1. DFCPL Goa Plant, located in Goa, India – 13/01/2026;

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2. DFCPL Ankleshwar Plant, located in Gujarat, India – 14/01/2026; and
3. DFCPL Tuni Plant, located in Andhra Pradesh, India – 15/01/2026; and
4. DFCPL Head Office, located in Hyderabad, India – 16/01/2026.

The assurance engagement was conducted during January–February 2026 based on the finalized Sustainability Report for FY 2024-25.

The relationship between the reporting period and the assurance timeline is summarized below. The reporting period is FY 2024-25, while verification activities were performed after year-end, which is consistent with the sequencing of an independent assurance engagement. The interval between the close of the reporting period (31/03/2025) and the verification fieldwork (January 2026) reflects the time required for DFCPL to complete year-end data consolidation across all sites, internal review, and finalization of the Sustainability Report, after which the report was made available for independent assurance. The assurance statement was subsequently issued following completion of fieldwork, resolution and closure of all corrective actions, and internal quality-control review. This sequencing is normal for an independent assurance engagement and does not affect the reliability of the FY 2024-25 data subject to assurance.

Stage	Period / Date	Remarks
Reporting period	01/04/2024 – 31/03/2025	FY 2024-25 data subject to assurance
Onsite & remote verification	12/01/2026 – 16/01/2026	Plant visits and desk review

Management has provided a written representation that, between the close of the reporting period (31 March 2025) and the date of this Statement, no events or changes occurred that would materially affect the ESG disclosures within the assurance scope. Our procedures did not identify any such subsequent matters requiring adjustment to, or disclosure within, the assured information, and our conclusion is expressed accordingly in relation to the reporting period.

In addition to on-site and remote verification activities, assurance procedures included a desk review of the reported disclosures of DFCPL, covering all 3 manufacturing plants and head office within the reporting boundary.

Our Responsibility

TUVI's responsibility under this engagement is to perform an independent Type 2 assurance at a Moderate level in accordance with AA1000AS v3, focused on selected non-financial ESG indicators disclosed in DFCPL's Sustainability Report prepared with reference to the GRI Standards 2021, and to express a conclusion based on the procedures conducted. This engagement did not include an evaluation of the adequacy or effectiveness of DFCPL's overall sustainability strategy, governance, or management systems, nor an assessment of the sufficiency of the Report against the overarching principles of the GRI Standards 2021 or AA1000AS v3, beyond the elements explicitly covered within the defined scope.

The ESG data was verified on a sample basis; the responsibility for the authenticity, accuracy, and completeness of the data lies entirely with DFCPL, which is also responsible for archiving the related data for a reasonable period of time. The primary intended users of this assurance statement are DFCPL's management, Board, shareholders, and regulators. This assurance engagement assumes that all data and information made available to TUVI by DFCPL were complete, accurate, and true to the best of DFCPL's knowledge. TUVI's liability under this engagement is limited to the subject matter and conclusions expressed herein; TUVI does not accept responsibility for any inaccuracies or erroneous data reported by DFCPL, nor for decisions made by third parties relying on this statement.

Assurance Methodology

TUVI adopted a risk-based approach, focusing verification efforts on disclosures and Key Performance Indicators (KPIs) of high material relevance to DFCPL's business and its stakeholders, as disclosed in the Report. The primary objective was to evaluate the reliability and accuracy of the non-financial information disclosed, with emphasis on the robustness of data management systems, information flows, and internal controls. TUVI's assurance activities included:

1. Document and Data Review

- Examination of documents, datasets, and supporting evidence provided by DFCPL, covering the management approach and performance disclosures for all material GRI Topic-specific Standards;
- Evaluation of disclosure quality, clarity, and completeness against the requirements of the GRI Standards 2021; and
- Review conducted on a sample basis, focusing on non-financial ESG information disclosures.

2. Stakeholder Engagement and Materiality Review

- Reviewed DFCPL's approach to stakeholder engagement and the process for identifying and prioritising material ESG topics, ensuring alignment with the materiality principles of the GRI Standards 2021; and
- Assessed the adequacy of stakeholder identification and the integration of stakeholder concerns into material topic determination.

3. Stakeholder Interviews

- Engaged with key personnel, including data owners, process managers, and decision-makers across relevant functions of DFCPL, during onsite and remote verification phases to gather insights and corroborate reported information; and
- Reviewed qualitative statements included in the Report to assess their consistency with responses received during interviews and the evidence reviewed.

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4. Process, System, and ESG Policy Assessment

- Review of systems and processes for implementing ESG and sustainability-related policies as described in the Report;
- Assessment of data management systems and internal processes supporting the preparation of ESG disclosures, including data flows, aggregation procedures, and supporting records; and
- Sample-based evaluation of the implementation of ESG-related policies to verify adherence and operational effectiveness.

5. Substantive Testing

TUVI performed walkthrough procedures to understand ESG data flows and conducted substantive testing including document verification, recalculation, analytical review, and data traceability checks for selected KPIs and disclosures. Examples of KPI-category procedures applied:

- **GHG Emissions —** Recalculation of Scope 1 and Scope 2 emissions and related emission intensity using primary fuel and electricity consumption data; verification of Scope 1 sources including diesel, furnace oil, and process fuels used in manufacturing operations; verification of Scope 2 electricity consumption and application of GHG Protocol methodology and emission factors; consistency checks of totals against prior-year figures and internal aggregation workpapers.
- **Energy —** Verification of total energy consumption from renewable and non-renewable sources, including electricity and fuel consumption; cross-verification of meter readings, utility bills, and fuel invoices; validation of energy intensity calculations.
- **Water —** Verification of water withdrawal and consumption by source, including groundwater and third-party/municipal water; traceability to supply records, groundwater permissions, and site-level water logs; review of water discharge records and treated water reuse and recycling data.
- **Safety —** Verification of employee and contractor safety KPIs, including Lost Time Injury, Lost Time Injury Frequency Rate, fatalities, and total person-hours worked, against site-level incident registers, investigation records, HR/attendance records, contractor workforce records, and corrective action evidence.
- **Waste —** Reconciliation of waste generated, recovered, and disposed by category, including hazardous and non-hazardous waste; verification of recycling, reuse, recovery, and disposal records against authorised recycler certificates, disposal manifests, and site-level waste registers.

6. Sampling Methodology

TUVI applied a risk-based sampling methodology to select representative samples of ESG disclosures, considering the following factors: Sample sizes were not fixed but were determined for each KPI on the basis of its risk, materiality, and the complexity of the underlying data-generation systems, with larger samples drawn for higher-risk and more complex disclosures.

- Materiality of ESG indicators;
- Magnitude of reported impacts;
- Complexity of data generation systems;
- Historical inconsistencies identified during verification; and
- Risk of misstatement and estimation uncertainty.

Site Verification Coverage: Data samples were reviewed across DFCPL's selected operational facilities — Goa, Ankleshwar, and Tuni — through onsite visits complemented by desk review procedures. Supporting evidence such as meter records, management reports, operational logs, HR databases, and environmental monitoring reports were examined on a sample basis to assess the reliability and traceability of reported data. Sample selection prioritised facilities with significant operational ESG impact and KPIs with higher inherent risk, supported by DFCPL's internal ESG data management procedures, to provide sufficient appropriate evidence to support the moderate assurance conclusion in accordance with the agreed scope of work. In terms of site coverage, all three manufacturing sites within the reporting boundary (Goa, Ankleshwar, and Tuni) were included in verification, representing 100% of in-scope manufacturing sites, and the Head Office at Hyderabad was covered for governance, employment, training, and community disclosures. For the volume-based environmental KPIs (GHG emissions, energy, water, and waste), substantive recalculation and traceability testing were performed on samples corresponding to approximately 80–100% of the reported annual quantum at each site, with the remaining balance covered through analytical review. For transaction-based social and safety KPIs (employee, training, and OHS records), a minimum sample of the higher of 10% of records or 15 records per site was tested, increased for sites or indicators assessed as higher risk. The assurance team applied professional judgement consistent with a moderate (limited) level of assurance, and the coverage obtained was assessed as sufficient and appropriate to support the assurance conclusion.

Basis for Sample Adequacy and Level of Assurance: Consistent with a moderate (limited) level of assurance under AA1000AS v3 and ISAE 3000 (Revised), the sampling applied was judgmental (non-statistical) rather than statistical. Sample sizes and coverage were determined using professional judgement based on the assessed risk, materiality, and data-system complexity of each KPI, as described above, rather than by statistical sampling parameters. Accordingly, no statistical confidence level or precision interval is expressed, and none is implied by the coverage percentages reported; those

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percentages describe the extent of data tested and not a statistical inference about the untested population. The adequacy of each sample was evaluated against the following criteria: (i) achievement of the planned coverage for the KPI's risk tier, with higher-risk and more complex KPIs subjected to larger samples and full recalculation; (ii) consistency of the sampled records with source documentation and the absence of unexplained exceptions; (iii) corroboration of sampled values through analytical review of the residual population; and (iv) satisfactory resolution of any exceptions identified, through correction or corrective action, within the applicable materiality thresholds. On this basis, the assurance team concluded that the nature, timing, and extent of the samples obtained provided sufficient appropriate evidence to support the moderate assurance conclusion. A moderate level of assurance provides a lower level of assurance than a reasonable assurance engagement, the procedures being less extensive in nature and timing, and the conclusion is expressed in the limited-assurance (negative) form.

KPI-Specific Materiality Approach: A KPI-specific materiality approach was applied in accordance with TUVI's internal ESG Materiality Protocol (TUVI ESG Materiality Protocol, Rev. 02), which documents the basis and approval of the thresholds applied: (i) a **5% quantitative threshold** was applied to volume-based KPIs (GHG emissions, energy, water, and waste); and (ii) a **qualitative zero-tolerance threshold** was applied to high-risk ESG indicators — fatalities, permanent disabilities, POSH complaints upheld, and regulatory non-compliances — for which any occurrence is treated as material irrespective of magnitude. Where disclosures are based on estimation or standard assumptions, the estimation uncertainty has been acknowledged and factored into the assurance conclusion. DFCPL is encouraged to supplement estimated KPIs with explicit quantitative uncertainty ranges or sensitivity analysis in future reporting periods to further enhance the reliability and comparability of disclosed data.

7. Evaluation of AA1000 AccountAbility Principles

As part of the Type 2 assurance engagement, TUVI evaluated DFCPL's adherence to the AA1000 AccountAbility Principles — Inclusivity, Materiality, Responsiveness, and Impact — in accordance with AA1000AS v3.

Evaluation Criteria

The Report was evaluated against the AA1000 AccountAbility Principles and the GRI Standards 2021 reporting quality principles, including accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability.

Assurance Limitations

This assurance engagement was based on selected samples of qualitative and quantitative information and therefore is subject to the inherent limitations of sampling and internal control systems. The assurance procedures relied on information, data, and explanations provided by DFCPL management and personnel. Forward-looking statements, including targets, projections, ambitions, and future commitments, were excluded from the scope of assurance. Estimation uncertainty may exist in selected ESG indicators due to the use of assumptions, conversion factors, and estimation methodologies. Accordingly, the assurance conclusion should be read in the context of these inherent limitations.

No assurance is provided on any disclosures, data, or statements falling outside the stated scope and boundary of this engagement, including forward-looking statements (targets, projections, ambitions, and future commitments) and value-chain disclosures, on which no conclusion is expressed.

Opportunities for Improvement

The following are the opportunities for improvement identified for DFCPL. However, they are generally consistent with DFCPL management's objectives and programs.

1. **Materiality determination**: DFCPL may conduct a double materiality assessment, incorporating stakeholder engagement in alignment with relevant global and national sector-specific standards, in accordance with the principles outlined under the Corporate Sustainability Reporting Directive (CSRD).
2. **Controlled documents:** The policies may be maintained as controlled documents, with defined procedures for version control, approval, distribution, and periodic internal reviews.
3. **Training Data Management:** The organization may consider implementing a centralized Learning Management System (LMS) or equivalent system to systematically track and retain attendance data for online and offline training sessions, thereby improving the traceability and auditability of reported training disclosures.
4. **Climate Strategy:** DFCPL shall carry out periodic energy and water audits across its manufacturing plants to identify resource efficiency opportunities, optimize energy and water consumption, reduce operational costs, and support the reduction of greenhouse gas (GHG) emissions.

Our Conclusion

Applicable Assurance Level vs Subject Matter

Subject Matter	Applicable Standard	Assurance Level
Selected non-financial ESG disclosures prepared with reference to GRI Standards 2021	AA1000AS v3	**Type 2 Moderate Assurance**

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Engagement Type: Independent Type 2 assurance engagement at a Moderate level of assurance, conducted in accordance with AA1000AS v3, covering DFCPL's selected non-financial ESG disclosures prepared with reference to the GRI Standards 2021, and evaluating adherence to the AA1000 AccountAbility Principles and the reliability of selected performance information within the defined scope.

Applicable Criteria: GRI Standards 2021 (GRI 1: Foundation, GRI 2: General Disclosures, GRI 3: Material Topics, and applicable Topic-specific Standards) and the AA1000 AccountAbility Principles (AA1000 AP 2018).

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the selected ESG disclosures and related information provided by DFCPL have not been prepared, in all material respects, in accordance with the applicable GRI Standards 2021 requirements and the AA1000 AccountAbility Principles within the defined scope and boundary of the engagement. DFCPL has appropriately disclosed Key Performance Indicators (KPIs) and actions aimed at creating value over the short, medium, and long term. The selected KPIs are fairly represented, and the underlying data management processes reflect a commitment to transparency and integrity. The practitioner applied professional judgment and maintained professional skepticism throughout the engagement, consistent with the requirements of AA1000AS v3. TUVI did not perform any assurance procedures on prospective information, such as targets, forecasts, expectations, or ambitions disclosed in the Report. Consequently, TUVI draws no conclusion on such prospective information, any value-chain KPIs, or any disclosure outside the agreed scope of work. For the avoidance of doubt, the value-chain categories excluded from this engagement comprise upstream activities (purchased goods and services, supplier and raw-material sourcing, and upstream transportation and distribution) and downstream activities (product distribution, use of sold products, end-of-life treatment of sold products, and franchise or investment-related impacts), together with any associated Scope 3 emissions; these categories were neither verified nor concluded upon.

Data Governance and Internal Controls

Sustainability data is generated at plant level, validated by the corporate sustainability team, and subjected to internal review before external assurance. This hierarchical data validation process supports data accuracy, traceability, and transparency within the reporting framework.

Disclosures Evaluation

TUVI is of the opinion that DFCPL's sustainability disclosures generally meet the requirements of the GRI Standards 2021. The following reporting elements have been appropriately addressed:

Universal Standards:

- GRI 1: Foundation 2021 — requirements and principles for using the GRI Standards;
- GRI 2: General Disclosures 2021 — disclosures about DFCPL's organisational profile, strategy, ethics and integrity, governance, stakeholder engagement practices, and reporting process; and
- GRI 3: Material Topics 2021 — disclosures and guidance about DFCPL's material topics and management approach.

Topic-Specific Standards: The GRI 300 series (Environmental topics) and GRI 400 series (Social topics) were applied to report the organisation's impacts on relevant environmental and social issues. TUVI is of the opinion that the reported material topics and Topic-specific Standards used by DFCPL to prepare its Report are appropriately identified and addressed.

Evaluation of Adherence to AA1000 AccountAbility Principles

Stakeholder Inclusiveness: Stakeholder identification and engagement are carried out by DFCPL on a periodic basis to bring out key stakeholder concerns as material topics of significant stakeholders.

Sustainability Context: DFCPL has established the relationship between ESG and organisational strategy within the Report, as well as the context in which disclosures are made.

Materiality: The materiality determination process has been conducted based on the requirements of the GRI Standards 2021 and AA1000 AP, considering the involvement of internal and external stakeholders across the upstream and downstream value chain in identifying material issues relevant to DFCPL's range of businesses. The Report fairly brings out the aspects, topics, and their respective boundaries across DFCPL's operations.

Responsiveness: TUVI believes that the responses to the material aspects identified through the materiality determination process are fairly articulated in the Report, including disclosures on DFCPL's policies, management systems, and governance.

Impact: DFCPL communicates its sustainability performance through regular, transparent internal and external reporting, aligned with the GRI Standards 2021, as part of its policy framework encompassing environmental, social, ethical, and other policies. DFCPL reports on sustainability performance to the Board of Directors, who oversees and monitors implementation, performance against objectives, and progress against goals and targets for addressing sustainability-related issues.

Completeness: The Report has fairly disclosed the selected non-financial KPIs as per the GRI Standards 2021.

Reliability: Most of the data and information was verified by TUVI's assurance team during onsite visits and remote assessments and was found to be fairly accurate. Some inaccuracies identified during the verification process — commonly arising from manual data aggregation, transcription between source records and reporting templates, and differences in interpretation of definitions — have been corrected. In reference to the GRI Standards 2021, nothing has come to our attention that causes us to believe that the selected ESG data and information presented in the Report are materially misstated. The corrections arose from a limited number of discrete observations raised through the formal Corrective Action

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Request (CAR) process across the three sites and were below the applicable materiality threshold, both individually and in aggregate. The affected KPIs were energy and emissions, water consumption, and selected social KPIs (employee turnover/retention and training hours). Each observation was resolved at source, re-verified, and closed prior to issuance, as summarised in the Corrective Action closure table in the Management Report.

Compliance (GRI 2-27): Based on the disclosures reviewed and management representations obtained, and in reference to GRI 2-27 (Compliance with laws and regulations), nothing has come to our attention to indicate any significant instances of non-compliance with environmental, social, or occupational health and safety laws and regulations, or any significant fines or non-monetary sanctions, during the reporting period at the sites within the assurance boundary. DFCPL confirmed nil significant fines and nil significant non-monetary sanctions for FY 2024-25. This statement relates only to the selected disclosures within the defined scope and is not an assurance conclusion on DFCPL's overall legal or regulatory compliance.

Neutrality: The disclosures related to ESG issues and performance are reported in a neutral and balanced manner, in terms of content and presentation.

This assurance statement does not endorse any environmental or social claims by DFCPL (including those related to products, manufacturing processes, packaging, or disposal) and should not be used in connection with any misleading or unsubstantiated representations, or for purposes of greenwashing. This assurance statement has been prepared solely in connection with DFCPL's Sustainability Report prepared with reference to the GRI Standards 2021 and in accordance with AA1000AS v3, and should not be used, relied upon, or distributed for any purpose other than its intended reporting context without the prior written consent of the assurance provider.

Our Assurance Team and Independence

TUVI is an independent and neutral third-party assurance provider offering sustainability assurance services through a team of qualified environmental and social specialists. TUVI confirms its independence, impartiality, and objectivity in relation to this engagement in accordance with AA1000AS v3, through internal conflict-of-interest checks, adherence to a documented code of ethics, separation of assurance and advisory functions, reviewer oversight, and quality control procedures. TUVI affirms that no conflict of interest exists and that its independence and impartiality have been maintained throughout the engagement in accordance with its internal independence policies (TUVI Independence and Impartiality Policy, Doc. Ref. TUVI-IMP-POL, Rev. 03) and the IESBA Code of Ethics. The assurance team possesses relevant experience and competence in ESG assurance engagements, GRI Standards 2021 application, AA1000AS v3 methodology, and sustainability performance evaluation.

TUVI confirms that: (i) its fees for this engagement are fixed and are not contingent on the outcome or conclusions of the assurance, eliminating any fee-dependency threat to independence; (ii) no consulting, advisory, or other non-assurance relationships exist with DFCPL that could create a conflict of interest or impair objectivity; and (iii) the engagement team has completed mandatory pre-engagement conflict-of-interest declarations in accordance with the IESBA Code of Ethics and TUVI's internal independence policy.

TUVI confirms that no non-assurance services were provided to DFCPL that could create self-review, advocacy, familiarity, self-interest, or other independence threats — including preparation of GRI disclosures, ESG strategy development, target setting, ESG data system design, GHG inventory calculations, internal ESG audits, materiality assessments, or KPI improvement advisory services. TUVI further confirms that no engagements during the reporting year compromised its independence, and it was not involved in the preparation of any content or data presented in DFCPL's Report, with the sole exception of this independent assurance statement.

TUVI follows the IESBA (International Ethics Standards Board for Accountants) Code, which adopts a threats-and-safeguards approach to independence. The Assurance Team was selected to avoid situations of self-interest, self-review, advocacy, and familiarity, and was safeguarded from any type of intimidation. TUVI further maintains complete neutrality and impartiality with respect to all individuals interviewed during the assurance process.

Quality Control: The Assurance Team complies with the Code of Ethics for Professional Accountants issued by IESBA, founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour. In accordance with the International Standard on Quality Control, TUVI maintains a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

This assurance statement has been prepared in accordance with the terms of our engagement and AA1000AS v3 requirements.

For and on behalf of TUV India Private Limited
Manojkumar Borekar – Product Head (Sustainability Services)

TUV INDIA PRIVATE LIMITED TÜVINDIA

Date: 10/07/2026
Place: Mumbai, India
Project Reference No: 8124179362
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10 GRI Index

Disclosure	Location	Reference	Remarks
GRI 2: General Disclosures 2021			
2-1 Organizational details	8 - 11	Organization Profile	
2-2 Entities included in the organization's sustainability reporting	7	About the Report	
2-3 Reporting period, frequency and contact point	7	About the Report	
2-4 Restatements of information			
2-5 External assurance		External Assurance	This report has been assured by TUV India Private Limited
2-6 Activities, value chain and other business relationships	10	Introduction to Deccan	
2-7 Employees	99	Employee Focus	
2-8 Workers who are not employees			
2-9 Governance structure and composition	26	Good Governance	
2-10 Nomination and selection of the highest governance body			
2-11 Chair of the highest governance body	26	Good Governance	
2-12 Role of the highest governance body in overseeing the management of impacts	29	APEX Level Organizational Chart	
2-13 Delegation of responsibility for managing impacts	29, 33	APEX Level Organizational Chart	
2-14 Role of the highest governance body in sustainability reporting	29, 33	APEX Level Organizational Chart	
2-15 Conflicts of interest	30	Ethics, Integrity, and Information Security	
2-16 Communication of critical concerns	30	Ethics, Integrity, and Information Security	
2-17 Collective knowledge of the highest governance body	29	APEX Level Organizational Chart	
2-18 Evaluation of the performance of the highest governance body			
2-19 Remuneration policies			
2-20 Process to determine remuneration			
2-21 Annual total compensation ratio			
2-22 Statement on sustainable development strategy	4	Managing Directors Message	
2-23 Policy commitments	35	Sustainability @ Deccan	
2-24 Embedding policy commitments	35	Sustainability @ Deccan	
2-25 Processes to remediate negative impacts	26	Good Governance	

Disclosure	Location	Reference	Remarks
2-26 Mechanisms for seeking advice and raising concerns	31	Stakeholder Engagement	
2-27 Compliance with laws and regulations	26	Good Governance	
2-28 Membership associations	16	Memberships & associations	
2-29 Approach to stakeholder engagement	31	Stakeholder Engagement	
2-30 Collective bargaining agreements			
GRI 3: Material Topics 2021			
3-1 Process to determine material topics	32 - 33	Approach to Identifying Material Issues	
3-2 List of material topics	32 - 33	Materiality assessment	
3-3 Management of material topics	32 - 33	Materiality assessment	
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	42	Task Force on Climate-related Financial Disclosure (TCFD)	
201-3 Defined benefit plan obligations and other retirement plans	99	Employee Focus	
201-4 Financial assistance received from government			
GRI 202: Market Presence 2016			
202-1 Ratios of standard entry level wage by gender compared to local minimum wage			
202-2 Proportion of senior management hired from the local community			All members of our Senior Management are Indian nationals and have rich experience in chemical processing industry
GRI 203: Indirect Economic Impacts 2016			
203-1 Infrastructure investments and services supported	66 - 83	Corporate social responsibility	
203-2 Significant indirect economic impacts	66 - 83	Corporate social responsibility	
GRI 204: Procurement Practices 2016			
204-1 Proportion of spending on local suppliers	105	Supply chain management	
GRI 205: Anti-corruption 2016			
205-1 Operations assessed for risks related to corruption	26	Good Governance	
205-2 Communication and training about anti-corruption policies and procedures	26	Good Governance	
205-3 Confirmed incidents of corruption and actions taken	30	Ethics, Integrity, and Information Security	

Disclosure	Location	Reference	Remarks
GRI 206: Anti-competitive Behavior 2016			
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	30	Ethics, Integrity, and Information Security	
GRI 207: Tax 2019			
207-1 Approach to tax			
207-2 Tax governance, control, and risk management			
207-3 Stakeholder engagement and management of concerns related to tax			
207-4 Country-by-country reporting	7	About the Report	
GRI 301: Materials 2016			
301-1 Materials used by weight or volume			
301-2 Recycled input materials used	35	Sustainability @ Deccan	
301-3 Reclaimed products and their packaging materials	105	Supply chain management	
GRI 302: Energy 2016			
302-1 Energy consumption within the organization	50 - 53	Energy	
302-2 Energy consumption outside of the organization	50 - 53	Energy	
302-3 Energy intensity	50 - 53	Energy	
302-4 Reduction of energy consumption	50 - 53	Energy	
302-5 Reductions in energy requirements of products and services	50 - 53	Energy	
GRI 303: Water and Effluents 2018			
303-1 Interactions with water as a shared resource	73	Corporate social responsibility	
303-2 Management of water discharge-related impacts	54 - 55	Water	
303-3 Water withdrawal	54 - 55	Water	
303-4 Water discharge	54 - 55	Water	
303-5 Water consumption	54 - 55	Water	
GRI 304: Biodiversity 2016			
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	62 - 63	Biodiversity	
304-2 Significant impacts of activities, products and services on biodiversity			Not applicable as all of our operations are located in industrial zones and are not in proximity of any biodiversity rich areas
304-3 Habitats protected or restored	62 - 63	Biodiversity	

Disclosure	Location	Reference	Remarks
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations			Not applicable as all of our operations are located in industrial zones and are not in proximity of any biodiversity rich areas
GRI 305: Emissions 2016			
305-1 Direct (Scope 1) GHG emissions	56 - 58	Emissions	
305-2 Energy indirect (Scope 2) GHG emissions	56 - 58	Emissions	
305-3 Other indirect (Scope 3) GHG emissions			We are in process of accounting our material scope 3 emission. The same will be disclosed in FY 26
305-4 GHG emissions intensity	56 - 58	Emissions	
305-5 Reduction of GHG emissions	56 - 58	Emissions	
305-6 Emissions of ozone-depleting substances (ODS)	56 - 58	Emissions	
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	56 - 58	Emissions	
GRI 306: Waste 2020			
306-1 Waste generation and significant waste-related impacts	60 - 61	Waste	
306-2 Management of significant waste-related impacts	60 - 61	Waste	
306-3 Waste generated	60 - 61	Waste	
306-4 Waste diverted from disposal	60 - 61	Waste	
306-5 Waste directed to disposal	60 - 61	Waste	
GRI 308: Supplier Environmental Assessment 2016			
308-1 New suppliers that were screened using environmental criteria	105	Supply chain management	
308-2 Negative environmental impacts in the supply chain and actions taken			No significant negative environmental impacts were observed in the supply chain in the reporting period
GRI 401: Employment 2016			
401-1 New employee hires and employee turnover	99 - 105	Employee Focus	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	99 - 105	Employee Focus	
401-3 Parental leave	99 - 105	Employee Focus	
GRI 402: Labor/Management Relations 2016			
402-1 Minimum notice periods regarding operational changes			90 Days

Disclosure	Location	Reference	Remarks
403-1 Occupational health and safety management system	85	Occupational Health and Safety Management Systems (OHSMS)	
403-2 Hazard identification, risk assessment, and incident investigation	89 - 95	Process Hazard Assessment Capabilities	
403-3 Occupational health services	89 - 95	Process Hazard Assessment Capabilities	
403-4 Worker participation, consultation, and communication on occupational health and safety	85 - 86	Occupational Health and Safety Management Systems (OHSMS)	
403-5 Worker training on occupational health and safety	85 - 86	Occupational Health and Safety Management Systems (OHSMS)	
403-6 Promotion of worker health	85 - 87	Occupational Health and Safety Management Systems (OHSMS)	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	85 - 87	Occupational Health and Safety Management Systems (OHSMS)	
403-8 Workers covered by an occupational health and safety management system	85 - 87	Occupational Health and Safety Management Systems (OHSMS)	
403-9 Work-related injuries	91	Automated Material Handling and Hazard Prevention	
403-10 Work-related ill health	91	Automated Material Handling and Hazard Prevention	
GRI 404: Training and Education 2016			
404-1 Average hours of training per year per employee	103	Life at Deccan	
404-2 Programs for upgrading employee skills and transition assistance programs	103	Life at Deccan	
404-3 Percentage of employees receiving regular performance and career development reviews	103	Life at Deccan	
GRI 405: Diversity and Equal Opportunity 2016			
405-1 Diversity of governance bodies and employees	101	Advancing Gender Diversity	
405-2 Ratio of basic salary and remuneration of women to men			Deccan is an equal opportunities employer and there is no disparity in remuneration by gender.
GRI 406: Non-discrimination 2016			
406-1 Incidents of discrimination and corrective actions taken			There were no instances of discrimination reported during the reporting period.

Disclosure	Location	Reference	Remarks
GRI 407: Freedom of Association and Collective Bargaining 2016			
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			All our suppliers abide by our Supplier Code of Conduct
GRI 408: Child Labor 2016			
408-1 Operations and suppliers at significant risk for incidents of child labor			Nil; we have a zero tolerance policy for employment of child and forced labour
GRI 409: Forced or Compulsory Labor 2016			
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor			Nil; we have a zero tolerance policy for employment of child and forced labour.
GRI 410: Security Practices 2016			
410-1 Security personnel trained in human rights policies or procedures			Security services are provided by thirdparty. We are currently in the process of instituting a training on Human Rights for security personnel.
GRI 411: Rights of Indigenous Peoples 2016			
411-1 Incidents of violations involving rights of indigenous peoples			Not Applicable; all our operating locations are in industrial zones and there are no indigenous communities present in the vicinity of our plants
GRI 413: Local Communities 2016			
413-1 Operations with local community engagement, impact assessments, and development programs	73	Corporate social responsibility	
413-2 Operations with significant actual and potential negative impacts on local communities			Deccan operates in safe manner, ensuring there no potential negative impacts on the communities. Furthermore, there have not been any instances of concerns raised by local communities in the reporting period.
GRI 414: Supplier Social Assessment 2016			
414-1 New suppliers that were screened using social criteria	105	Supply chain management	
414-2 Negative social impacts in the supply chain and actions taken			No significant negative social impacts were observed in the supply chain in the reporting period.
GRI 416: Customer Health and Safety 2016			
416-1 Assessment of the health and safety impacts of product and service categories	85	Occupational Health and Safety Management Systems (OHSMS)	

Disclosure	Location	Reference	Remarks
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services			No significant noncompliance incidents concerning the health and safety impacts of products and services was observed during the reporting period.
GRI 417: Marketing and Labeling 2016			
417-1 Requirements for product and service information and labeling			Other than statutory requirements such as 'Material Safety Data Sheets (MSDS)' and similar disclosures that are intended for the knowledge and use of our customers -there are no other labeling information requirement.
417-2 Incidents of non-compliance concerning product and service information and labeling			No significant non-compliance incidents concerning products and services information and labelling was observed during the reporting period.
417-3 Incidents of non-compliance concerning marketing communications			Deccan is a custom chemical manufacturer and is in a B-to-B business. There are not specific compliance requirements for marketing information and there have not been any instances of concerns being raised by our customers on any marketing communication from Deccan.
GRI 418: Customer Privacy 2016			
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data			Nil; No complaints concerning breaches of customer privacy and losses of customer data was observed during the reporting period.

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Sustainability Report 2024-25

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