



Towards Cleaner and Smarter Future





Introduction - Theme of the report

At Privi Speciality Chemicals Limited (Privi), sustainability is not a choice, it is a commitment. We believe that true leadership in the aroma chemicals and fragrance industry stems from a deep sense of responsibility, which is going beyond compliance, exceeding expectations, and creating lasting impact. Sustainability is woven into the fabric of who we are, shaping our purpose, guiding our operations, and reflecting our core values.

Our journey toward a cleaner, smarter, and more responsible future is anchored in our core values. ‘Safety’ is our top priority, ensuring every step forward is taken with care and caution. ‘Sustainability’ shapes our decisions, guiding how we source, produce, and innovate for the long- term. We act with a ‘Sense of Urgency’, responding swiftly to today’s environmental and social demands.

‘Supreme Transparency’ defines our actions and accountability, while ‘Sincere Respect & Care’ fosters a culture that values people, partnerships, and the planet alike.

This sustainability report outlines our ongoing efforts to integrate circular economy principles, reduce emissions, and advance safer, more sustainable formulations. By embedding smart technologies, data-driven operations, and

continuous innovation, we aim to redefine the future of fragrance manufacturing where performance, quality, and sustainability go hand- in- hand.

At Privi, we believe that a fragrance is truly beautiful when it is created with responsibility, guided by strong values, and inspired by a shared vision for a better world.





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About this report

This report covers our Environmental, Social and Governance (ESG) performance for the current year and has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. The GRI Content Index is provided at the end of the report.



Reporting Period

Privi Speciality Chemicals Limited (PSCL) is delighted to present its third Annual Sustainable Report for the period from April 1, 2024 to March 31, 2025. It includes data and information from all of Privi’s operations, providing a holistic view of our sustainability performance and initiatives.



Scope and Methodologies

Our general data collection scopes and methodologies underwent alignment and revision during FY2024-25. In FY2024-25, new KPIs were established to track the effectiveness of the actions taken to manage actual and potential impacts for our new strategic cycle FY2025-2032. The respective goals and targets are disclosed in this report, including progress made, lessons learned and how these have been incorporated into the organization’s operational policies and procedures.

To the extent possible, performance data has been presented for the period from 1st April 2024 to 31st March, 2025 covering 100% of Privi's operations and revenue.



Reporting Boundary

This is our third year of sustainability reporting. The scope of the report encompasses all our operational locations as follows:

- Mahad, Maharashtra (Units I, II, III, IV, X)
- Jhagadia, Gujarat (Unit VI)
- Corporate Head Office, Navi Mumbai, Maharashtra.



Data Management

To ensure that the information presented in this report is accurate and valid, we have referred to several internal sources including periodic reviews and audit trails. Conversion factors and assumptions are aligned with relevant international standards and are disclosed appropriately alongside the data presented.



Assurance

The report has been is assured by an independent external assurance provider Ernst & Young Associates LLP. The assurance was conducted in accordance with the International Standard for Assurance Engagements other than audits or reviews of historical financial information (ISAE 3000 – Revised). Privi seeks assurance for their its Sustainability Report Sustainable Development Report every year and the assurance process is facilitated by the Corporate SustainabilityTeam.



Forward-Looking Statements

This report contains forward looking statements that describe Privi’s projections, targets and expectations based on certain assumptions and prediction of future events. As these are subject to change due to industry developments, market conditions, government regulations, laws and other incidental factors, our actual results, performance or achievements could thus differ materially from those projected.



Feedback

We appreciate your interest in our Sustainability Report and look forward to addressing any questions or feedback you may have.

Please write to us at:
sachin.rajurkar@privi.co.in



Message from Leadership

“

Dear Stakeholders,

Sustainability has emerged as a global imperative—transcending company size, geography, and industry. Today, it is widely recognized that integrating sustainable practices into core business operations is not just a moral responsibility but a strategic necessity. Simply put, sustainability and profitability are increasingly inseparable.

At Privi Speciality Chemicals Limited, we remain deeply committed to aligning our business practices with globally recognized sustainability standards. It is with great pride that we present our third consecutive Annual Sustainability Report for the FY 2024–25, showcasing our performance across Environmental, Social, and Governance (ESG) dimensions.

Over the past several years, we have worked diligently to strike a meaningful balance between economic growth and environmental stewardship. Our initiatives have spanned a wide spectrum—from reducing carbon emissions and improving operational efficiency to fostering community engagement and promoting inclusive development.

Our journey is guided by our Core Values:

- Safety
- Sustainability
- Sense of Urgency
- Super Transparency
- Sincere Respect & Care

These values serve as foundation of our vision and drive every step we take toward a more responsible and resilient future.

We are especially proud to share that Privi Speciality Chemicals Limited has been awarded the prestigious EcoVadis “Platinum Rating” during the year—placing us among the top 1% of companies globally for sustainability performance. This recognition is a testament to our unwavering commitment and the collective efforts of our entire team towards sustainability. The Company’s performance on the Carbon Disclosure Project (CDP) platform for sustainability and climate change has been at ‘Leadership Level’ rating for Water, at ‘Management Level’ rating for Climate Change and Forest category. The Company was also recognized with prestigious Trishul Award during the year for achieving the highest export performance from CHEMEXCIL. As a UN Global Compact signatory, we submit our annual CoP and actively engage with platforms like Sedex, RSPO, and TFS to promote responsible sourcing.

”



“Privi remains at the forefront of sustainability. We are proud to be among the top 1% of companies worldwide to achieve this standard. Achieved 99 percentile (Score 84/100).”

The Privi Way
to a Sustainable World.





Safeguarding the Environment

Privi is committed to achieve our Net Zero target by 2050. We have set a near-term target that is validated by SBTi. The Company commits to reduce absolute Scope 1 and 2 GHG emissions 50.4% by FY2032 from a FY2022 base year and Scope 3 GHG emissions 35% by FY2034 from a FY2024 base year. These aspirations, with a planned capex outlay of above ₹ 30 crore in the next five years, will enable us to create long-term value for our stakeholders while preserving our planet for future generations.

We are steadfast in our ambitious plans towards low carbon economy. In 2025, we achieved an overall GHG emission reduction of more than 25,119 MTCO2e. Our renewable energy capacity was 10.5 MW in FY 2024-25, contributing 25.04% of the total electricity consumed across our operating locations and further implementing 5 MW solar projects to be completed in FY 2025-26. We are conducting Life Cycle Assessments (LCA) for few products, which together contribute to nearly 75% of our total revenue.

We are also focused on water conservation, recycling 212921.19 KL of wastewater and harvesting 3603 KL of rainwater. We have made significant strides through adoption of Zero Liquid Discharge (ZLD) systems, ensuring that all wastewater is treated and reused internally. These milestones attest to our long-term vision of balancing industrial growth with environmental responsibility.

Amidst economic and geopolitical uncertainties which may persist into the future, the urgency of climate action remains constant, and will be at the forefront of sustainability commitment. To navigate these challenges, sustainability will remain a key topic at the Board and Management level to enable Privi to move forward in supporting a transition to a low carbon economy that is just and equitable.



Positive Social Impact

By supporting Micro, Small, and Medium Enterprises (MSMEs) and startups through our procurement policies, we foster growth and innovation. As a responsible global entity, we fulfil our responsibilities towards communities around our operational facilities.

We are proud to say, our operating locations have once again demonstrated operational excellence led by safety, achieving 2.56 million manhours at all operating locations and Zero Lost time Injury Frequency Rate (LTIFR) among employees. This achievement underscores our commitment to maintaining the highest standards of safety and well-being of our workforce.

In line with our Values, we made significant progress in CSR thrust in the areas of Education, Water Conservation, Health & Hygiene and Environmental Sustainability benefitting more than 11,500+ individuals in 2025. The Company partners with several capable organizations, thereby supporting projects that benefit the underprivileged in the society. In alignment with our broader social responsibility goals, we also contribute to 10 out of the 17 UN Sustainable Development Goals (SDGs) through focused CSR initiatives.



Acknowledgement

Our path to value creation owes much to the invaluable participation and feedback from our internal and external stakeholders. We would like to extend our appreciation to the Board and all stakeholders for their insightful guidance on sustainability matters. The Company's gratitude also goes to the Management and its committed employees for their dedication to Privi's sustainability journey. Creating long-term positive impacts is a collaborative endeavour and as such, on behalf of Privi, we thank all our external stakeholders for their unwavering support in making the Company's sustainability journey a reality.

Mahesh P. Babani,
Chairman and Managing Director





ESG Highlights

Environment

50.4%

Near-term SBTi target for Scope 1& Scope 2 GHG emission reduction by 2032.

26.66%

Renewable energy consumption out of total electricity consumed.

25,119 MTCO₂e

Reduction in GHG emissions.

80,000

Trees planted in last two years.

70.27%

Wastewater recycled.

72.64%

Total waste recovered.

Social

25,66,364

Total Man-Hours worked.

7.43%

Women in the workforce (employees category).

8.43%

Procurement from MSMEs.

0

Lost Time Injury Frequency Rate (LTIFR).

11

Average training hours (per employee per year).

11500+

CSR beneficiaries from vulnerable groups.

Governance

6

Board meetings held.

0

Penalties or fine paid on discrepancy.

25%

Female director on the board.

0

Instances of data breaches.

100%

Operation sites assessed for risk related to corruption.



About Privi

- Business Outlook
- Economic Performance
- Memberships and Industry Associations
- Awards and Recognitions



Who We Are

Privi Speciality Chemicals Limited (referred to as 'Privi' or 'the Company') has firmly established itself as India's leading manufacturer and exporter of aroma. Over the past three decades, the Company has earned the trust of the world's most respected fragrance and FMCG companies, becoming their preferred global supplier. With a presence in more than 38 countries, we play a vital role in enhancing lifestyles and environments through the essence of aroma chemicals.

At Privi Specialty Chemicals Limited, our commitment **towards a cleaner and smarter future** is guided by a unifying purpose, the conviction that true progress must be purposeful, inclusive, and lasting. This belief informs every choice we make, ensuring that today's relevant actions contribute to a better and more resilient tomorrow.

From this strong foundation flows Accelerated Growth, resilient expansion driven by capacity building, infrastructure investment, and innovation in specialty chemicals and sustainable solutions. This growth reflects Privi's ability to anticipate change, embrace global trends, and uphold the highest standards of environmental and corporate governance, all aligned with our journey towards a cleaner, smarter future.



Our History

Privi started manufacturing aroma chemicals in 1992 with only two products. Since then, it has steadily expanded to a range of over 75 products, with a total production capacity exceeding 48,000 metric tons per annum.

In addition to its standard product range, Privi also develops and produces custom-made aroma chemicals as per specific requirement of its customers.

Our in-house R&D center is staffed with research specialists who continuously strive to develop innovative products and processes.

Our total production capacity of - 48,000 MTPA spans across various categories like Pinene, Citral, Phenol & Speciality aroma chemicals along with CST/GTO processing capacity of - 36,000/9600 MTPA (Backward integration for captive α & β Pinenes).

All our manufacturing units have been successfully re-accredited with **ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018** certifications by Bureau Veritas, reaffirming our commitment to Quality, Environmental, and Occupational Health & Safety Management Systems. Furthermore, in the current year, Company achieved **ISO 27001** certification for its **Information Security Management System**, covering 100% of our operations.





Operational Highlights



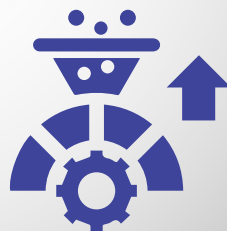
75+
Products



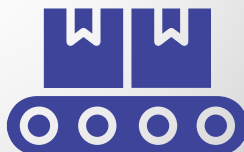
2
Operational Footprint
in Key States



48,000 MTPA
Production capacity



36,000 MTPA
CST processing capacity



9,600 MTPA
GTO processing capacity





Vision

To emerge as a leading Sustainable Global manufacturer of Aroma Chemicals, Privi intends to brand across the globe with its wide range of innovative products, sustainable manufacturing, reliable quality along with exemplary services, to fulfil the ever-growing demands of our customers.



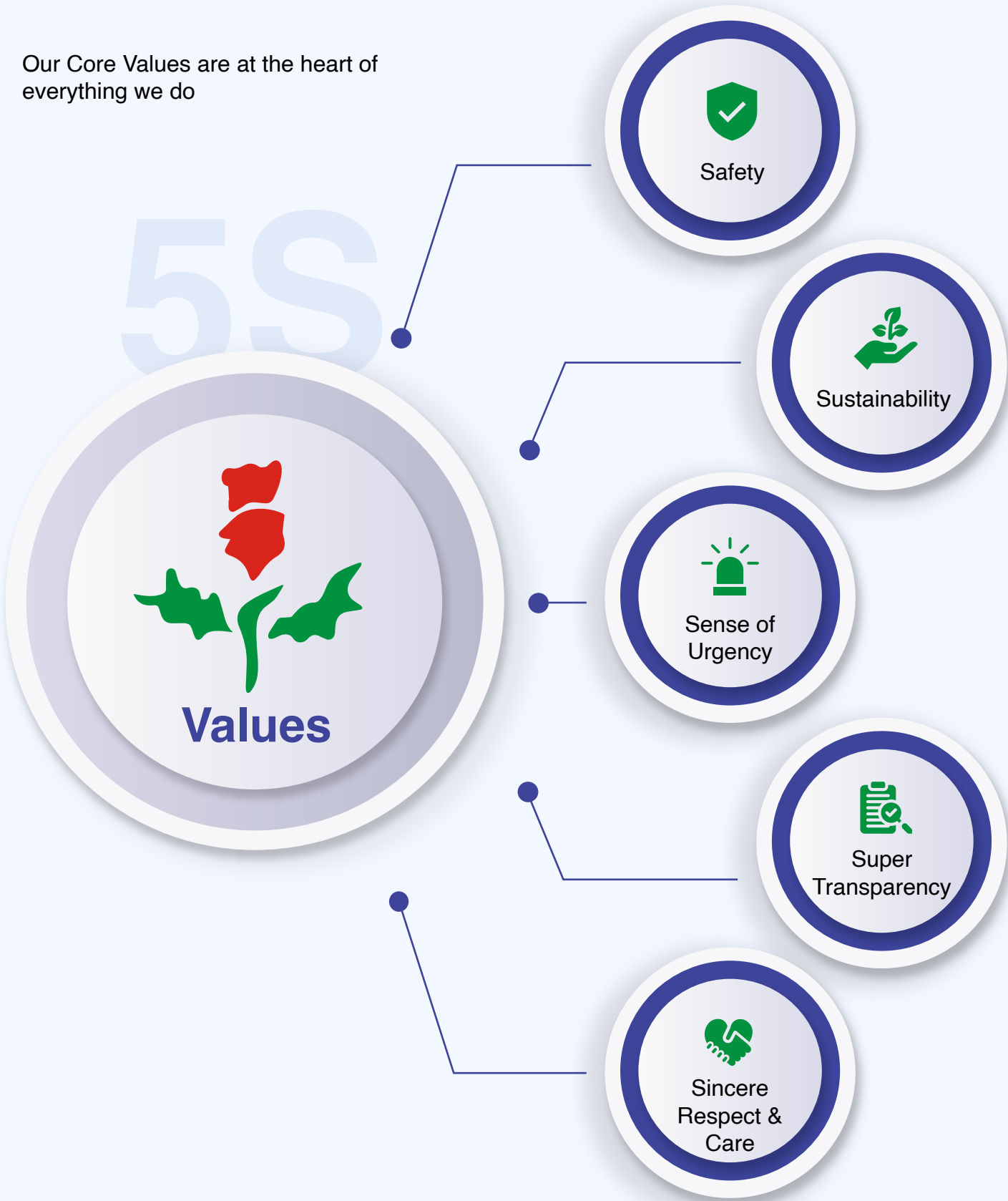
Mission

We shall continue to be a leader in the local aroma chemicals industry and keep on innovating to become the most sustainable supplier for the international market, thereby portraying India’s potential as a market leader in Aroma Chemicals. Our mission shall always be to fulfil customer’s needs first!



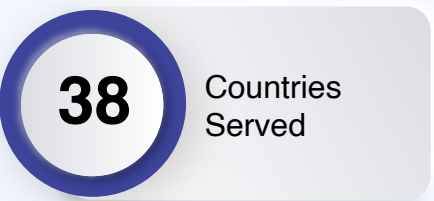
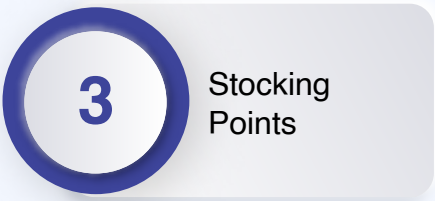
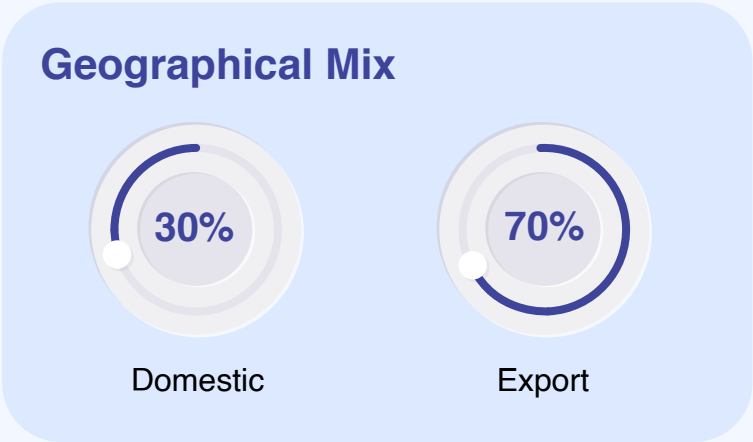
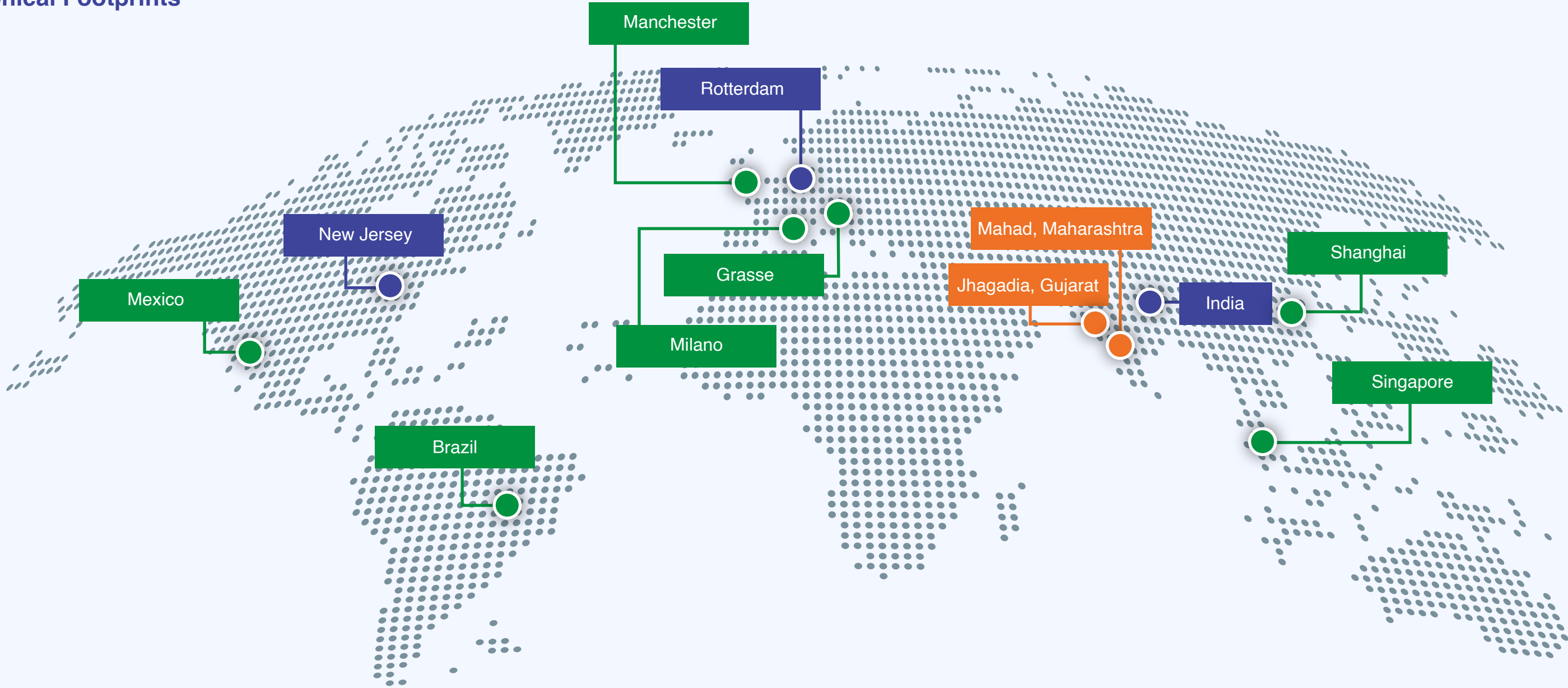
Values

Our Core Values are at the heart of everything we do





Geographical Footprints



Disclaimer: This map is a generalised illustration only for the ease of the reader to understand the locations, and it is not intended to be used for reference purposes. The representation of political boundaries and the names of geographical features/states do not necessarily reflect the actual position. Our Company or any of our Directors, Officers or Employees cannot be held responsible for any misuse or misinterpretation of any information or design thereof. Our Company does not warrant or represent any kind of connection with its accuracy or completeness.

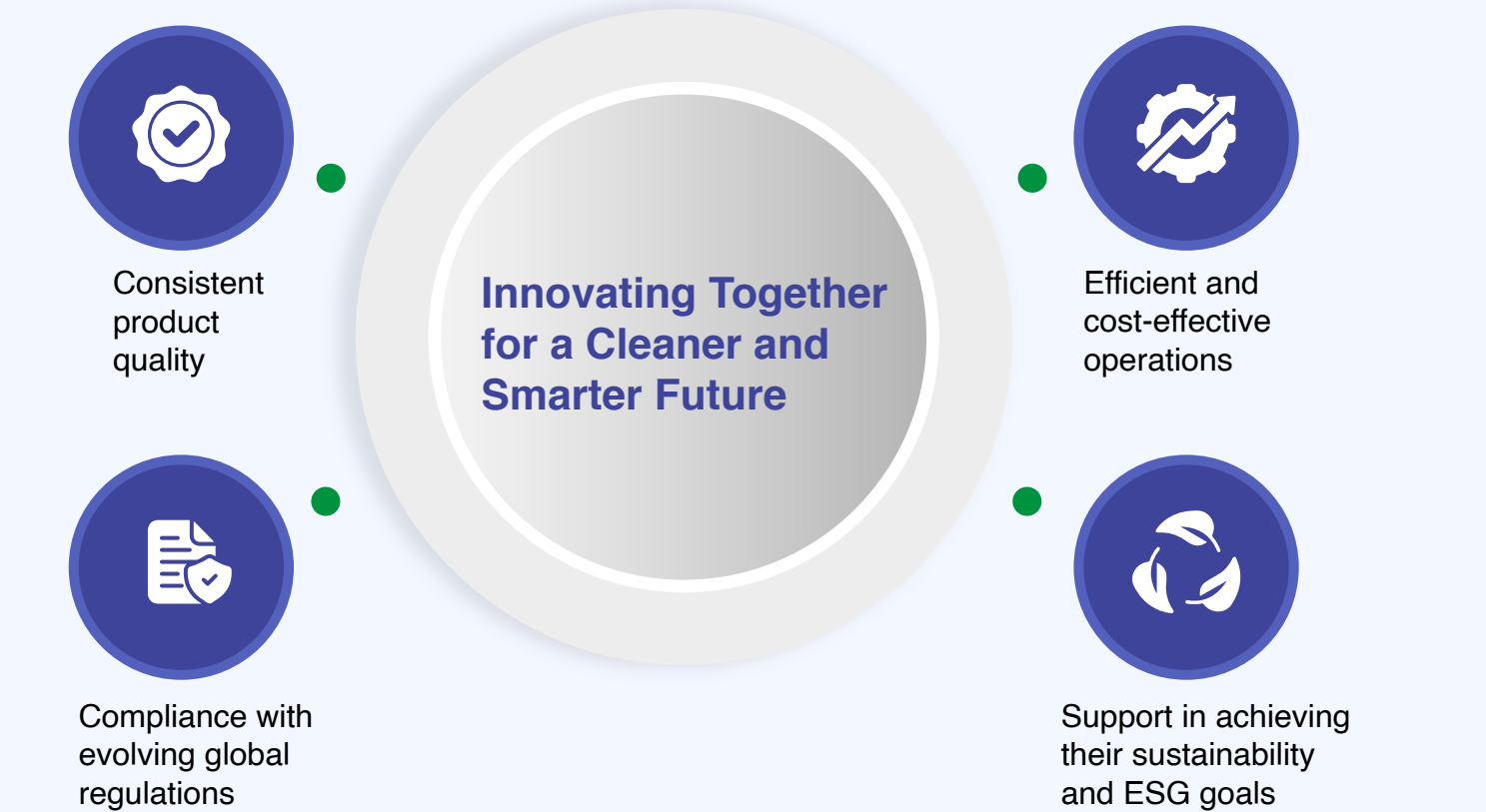


Business Outlook

At Privi Speciality Chemicals Limited, our global presence is defined by deep expertise, a diverse product portfolio, and long-standing partnerships across multiple industries.

With decades of leadership in aroma chemicals, fragrance ingredients, and speciality chemicals, we serve customers around the world, delivering solutions that blend performance, innovation, and sustainability.

We work closely with our partners to ensure:



Our technologies and solutions not only enhance the sensory and functional value of end products, but also contribute to the reduction of carbon footprint, resource conservation, and responsible sourcing practices. It underscores our role as a trusted sustainability enabler in the fragrance and specialty chemical value chain.

With wide applications across the Fragrance & Flavour (F&F) and FMCG sectors, Privi Speciality Chemicals Limited serves a broad

spectrum of industries including Fragrances, Personal Care, Home Care, Healthcare & Hygiene, Antiseptic Solutions, Industrial Applications, and Specialty Chemicals. Backed by strong R&D, advanced manufacturing capabilities, and industry expertise, we cater to the evolving needs of a diverse global client base - delivering customized, high-quality, and sustainable solutions that drive product innovation across multiple consumer markets.

Market Segment



Fragrance

- Fine Fragrances
- Perfumes
- Candles
- Air Fresheners
- Incense Sticks



Personal Care

- Shampoos
- Conditioners
- Lipsticks
- Creams & Lotions



Home Care

- Soaps
- Floor Cleaners
- Toilet Cleaners
- Detergents
- Disinfectant Cleaners



Toiletries

- Hand washes/ Toilet Soaps/ Body washes
- Shaving Cream/ Lotions



Others

- Antiseptic Liquids
- Healthcare
- Pharmaceuticals and many more...

Together, we touch lives everyday

Every fragrance tells a story and at Privi, we believe that story begins with responsibility. As a trusted partner to leading global brands, we create aroma chemicals and fragrance ingredients that not only captivate the senses but are also crafted with care for the environment.

Guided by principles of green chemistry, ethical sourcing, and process innovation, our solutions are designed to minimize environmental impact while delivering consistent quality and performance. With every molecule we produce, we carry forward our commitment to a cleaner, smarter, and more sustainable future.



Economic Performance

Privi’s robust economic performance in 2025 is a result of tied to its unwavering commitment to sustainability. The company’s success highlights the value of responsible business practices. By continuing to prioritize sustainability in its growth strategy, Privi remains confident in its ability to create long-term value,

positively impact society, and navigate the challenges of an ever-changing world.

The company’s commitment to sustainability extends beyond financial performance, to encompass environmental stewardship, social responsibility, and ethical governance.

Financial Highlights

2121.84 Crores
Revenue

474.16 Crores
EBITDA

184.75 Crores
PAT



Tax Compliance

Privi Speciality Chemicals Limited comply with all applicable tax laws and regulations in the jurisdictions in which we operate. We maintain transparent and responsible tax practices that support sustainable economic development. We ensure timely and accurate tax filings, payments, and disclosures, and adhere to a robust internal governance framework for tax management. Our approach to taxation is aligned with our corporate values, ethical standards, and regulatory requirements.

Detailed disclosures, including our taxation, governance, and country-wise tax information, are available in the Annual Report FY 2024–25, under the Financial Statements and Notes section (page no. 147 – 216).

Note: - Privi does not make any contribution towards any political parties either financially or through in-kind contributions.





Membership and Associations



International Fragrance Association (IFRA)



Chemical Export Promotion Council (CHEMEXCIL)



Indo-Arab Chamber of Commerce and Industries



Flavours and Fragrance Association of India (FAFAI)



Export Inspection Agency (EIA)



Indian Institute of Packaging (IIP)



Mahad Manufacturers Association (MMA)



Indian Merchants' Chamber (IMC) - Chamber of Commerce and Industry



Pine Chemicals Association International



The International Federation of Essential Oils and Aroma Trades



Roundtable on Sustainable Palm Oil (RSPO)



Awards and Recognition



CSR Award received from Rotary Club of Mahad for an outstanding contribution to social, educational and medical initiatives in the community.



Units 1, 2, and 3 received the Award for Meritorious Performance in Industrial Safety for the year 2023 from the National Safety Council – Maharashtra.



Privi received the "Excellence in Sustainable Procurement" Award and the "Sustainable Procurement Team Award" at the 13th Edition of the Procurement Excellence Summit & Awards 2025, held on 20th February 2025 at ITC Maratha, Mumbai. The event was organized by Ivalua in partnership with Global eProcure (GEP).



Privi was honoured with the prestigious Trishul Award by CHEMEXCIL for achieving the highest export performance.

Significant Milestones Achieved in Sustainability



Privi remains at the forefront of sustainability, proudly ranking among the top 1% of companies worldwide to achieve this standard. We scored 84 out of 100, placing us in the 99th percentile.



- **Climate Change:** Maintained the "Management Level B" rating for the second consecutive year.
- **Water Security:** Improved rating from Management to Leadership Level A.
- **Forests:** Achieved the first-ever CDP rating with a "Management Level B".



We have mapped our disclosures with United Nations Global Compact (UNGC) principles, and the United Nations Sustainable Development Goals (UNSDGs) ensuring that our practices and performances align with both national and international frameworks.



Sustainability at Privi

- Privi's Sustainability Journey
- Overview of our Sustainability Strategy
- ESG Framework
- Stakeholder Engagement
- Materiality Assessment
- Risk Management





Privi’s Sustainable Journey

As a leading aroma chemical manufacturer, we recognise our pivotal role in minimizing the environmental impact of our operations while protecting the safety, well-being and care of our people.



2009

Achieved ISO 14001:2004 certification



2014

Began integrating sustainability into our core strategy by forming separate sustainability function.



2019

Privi commits to contribute to the UN's Sustainable Development Goals.



2021

SEDEX audit has done at mahad sites.

Developed Sustainability KPIs.

Achieved EcoVadis Silver Medal.



2022

Privi committed to become net zero by 2050 line with a 1.5°C trajectory.

Conducted first materiality assessment to identify key topics.

Privi joins Together for Sustainability (TfS).

Started reporting on NGRBCs guidelines under BRSR reporting.



2023

Privi pledged under the UNFCCC's Climate Neutral Now initiative.

Proud Member of the UN Global Compact – Committed to Responsible Business.

First sustainability report published using GRI reporting standards.

RSPO supply chain certification covering 100% procurement (Palm based derivative).

Maintain transparency and accountability by annually submitting our Communication on Progress (CoP).



2024

Formation of ESG Committee – Board level.

SEDEX audit has done at all sites.

Achieved EcoVadis Gold Medal.

Enhanced Scope 3 tracking and expanded sustainability disclosures.



2025

Privi introduces the new Carbon Supplier Engagement Programme.

Near-term Climate targets are validated by SBTi.

ESG Strategy Development.

Achieved CDP Water Security A- at leadership level.

Accredited with ISO 27001:2022.

Achieved EcoVadis Platinum medal.





Overview of Sustainability Strategy

Our company is committed to reducing our own carbon footprint and developing innovative products that can help our customers reduce theirs.

At the core values of Privi’s sustainability philosophy is the belief that the value we create must exceed the resources we consume.

Senior Vice President (Sustainability and Procurement)

Sustainability Goals 2032

Goals	As of 2024-25	Sustainability Goals by 2032
Climate Change	26.66% Renewable energy used out of total electricity consumed in operations.	75% renewable electricity in operations.
Water Stewardship	70.27% recycled water used in operations.	100% of operating facilities achieved Zero Liquid Discharge (ZLD)
Circularity	72.64% waste circularity achieved.	100% of operations to be Zero Waste to Landfill (ZWL) certified.
Biodiversity	80,000 trees planted over last two years.	Planting a total of 1,20,000 trees by 2032

Approach to Sustainability Practice

Privi has always prioritised sustainability, diligently identifying both current and potential impacts on the economy, environment, and society. This comprehensive understanding is achieved through stakeholder engagement, rigorous environmental and social risk assessments, and meticulous supply chain evaluation.

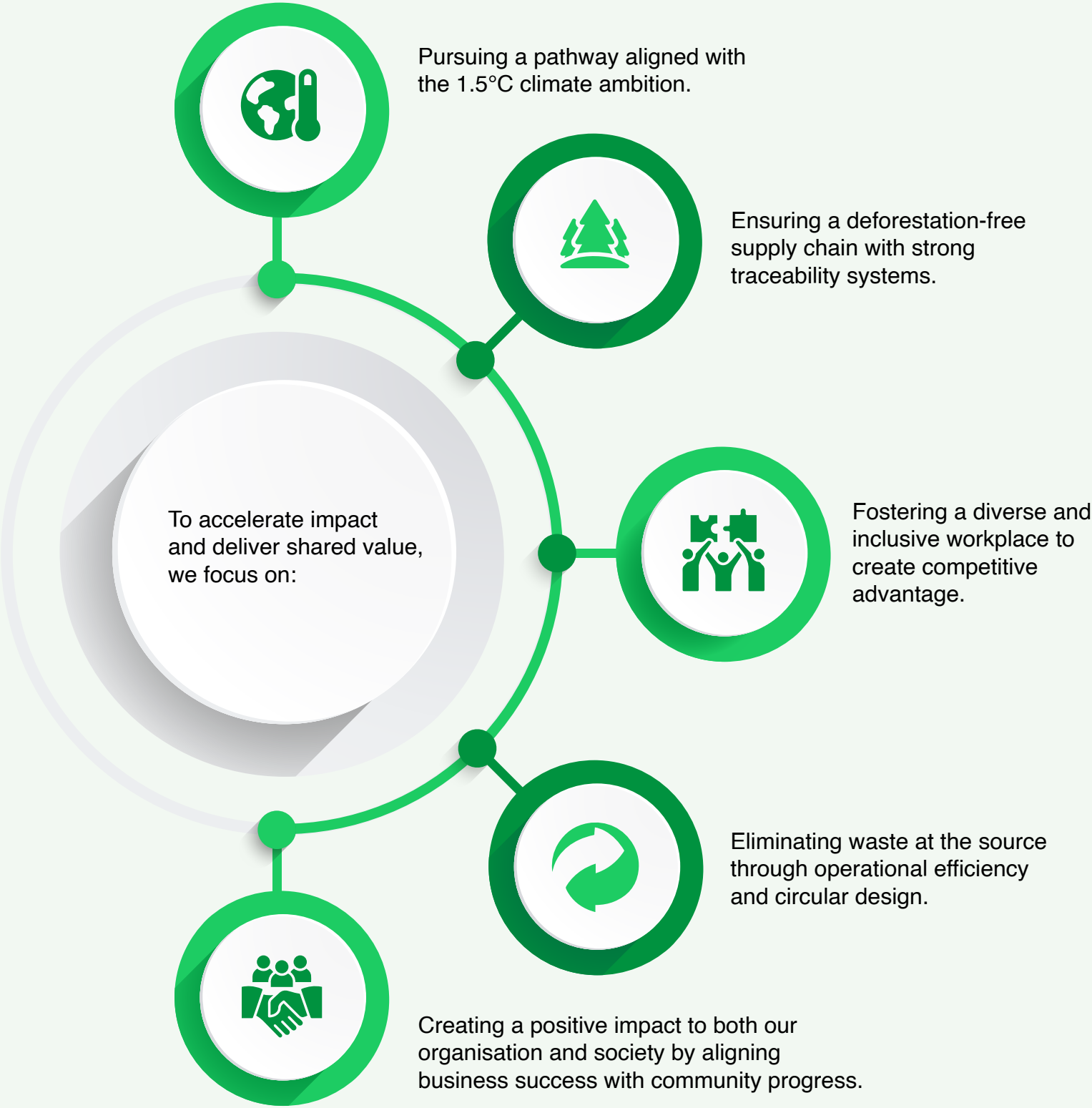
We focus on five key areas – climate change, circular economy, water stewardship, green supply chain management, and diversity and inclusion – aligned with the critical goal of minimising our environmental impact.

We recognise that theory is meaningless without practical application. That’s why our sustainability strategy is firmly anchored in concrete targets and measurable KPIs. These targets are integrated into our corporate management system and are regularly reviewed across critical impact areas, including:





Key Sustainability Focus Areas



Sustainable Product Development

At Privi, sustainable product development is a cornerstone of our innovation strategy. We prioritise product safety and environmental responsibility at every stage of formulation, with a particular focus on creating solutions that feature high natural content and aligned with the principles of green chemistry.

Our development approach emphasizes the use of renewable, bio-based, and responsibly sourced ingredients to reduce environmental impact and align with global best practices. A wide range of certifications and assessments - including ISO 9001, 14001, 45001, 27001, SMETA audit, EcoVadis assessment and CDP disclosures for Carbon, Forest and Water Security, as well as Kosher, Halal, and RSPO (Mass Balance) - underscore our commitment to quality, transparency, ethical sourcing, and sustainable manufacturing.

Our product innovation teams combine deep technical expertise with a strong sustainability focus, enabling us to:

- Translate innovative ideas into safe, high-performance and eco-friendly raw material solutions.
- Replace petrochemical-based inputs with natural and renewable feedstocks.
- Integrate sustainability across the product life cycles - from sourcing to end-use.

One of our flagship examples is our pioneering approach to processing Crude Sulphated Turpentine (CST), a byproduct of the pulp and paper industry, into high-value aroma ingredients. We also utilize Gum Turpentine Oil (GTO)- a bio-based raw material derived from pine trees, which offers a renewable and sustainable alternative to fossil-derived feedstocks.

In addition, we work proactively with suppliers to identify and adopt alternative raw materials with lower environmental footprints, further reinforcing our sustainability goals and enhancing resilience across our value chain. Through these efforts, Privi demonstrates that industrial innovation and environmental stewardship can go hand in hand — delivering products that are smarter, safer, and more sustainable.



Crude Sulphated Turpentine (CST)



Gum Turpentine Oil (GTO)



ESG Framework






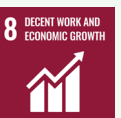






At Privi, our journey “Towards a Cleaner and Smarter Future” is guided by a structured Environmental, Social, and Governance (ESG) framework that informs every aspect of our operations. Rooted in our core values and business strategy, this framework transforms our sustainability vision into actionable goals,

enabling us to create long-term value for our stakeholders and the planet.

Our ESG approach reflects strong commitments to climate action, responsible resource use, ethical governance, and inclusive growth. Through proactive

disclosures, global certifications, and robust performance metrics, we ensure that our sustainability practices are transparent, measurable, and aligned with international standards such as the UN Sustainable Development Goals (SDGs) and the UN Global Compact.

This structured approach empowers us to embed sustainability into every day decision-making, enhance business resilience, and respond proactively to evolving stakeholder expectations.

ESG Pillar	Focus Area	Aligned Global Standards	SDG Alignment
<div>Environmental (E)</div> <div></div>	<ul style="list-style-type: none">• Climate action aligned to 1.5°C pathway.• Circular economy & waste minimization.• Water stewardship.• Renewable and bio-based materials.• GHG accounting (CDP participation).• RSPO (Mass Balance) & green chemistry.• Energy efficiency across operations.	<ul style="list-style-type: none">• ISO 14001• CDP Reporting	<div></div>
<div>Social (S)</div> <div></div>	<ul style="list-style-type: none">• Occupational health and safety.• Diversity, equity, and inclusion (DEI).• Skill development and training.• Stakeholder engagement.• Community development via CSR.• Human rights and fair labor practices.	<ul style="list-style-type: none">• UN Global Compact (Human Rights, Labor)• ISO 45001• SMETA Audit	<div></div>
<div>Governance (G)</div> <div></div>	<ul style="list-style-type: none">• Transparent ESG disclosures (GRI, EcoVadis).• Anti-corruption and ethical practices.• Risk management and materiality analysis.• Policy governance and compliance.• Data privacy and cyber security (ISO 27001).• Internal audits and accountability structures.	<ul style="list-style-type: none">• UN Global Compact (Anti-corruption)• ISO 9001, 27001• EcoVadis Platinum	<div></div>



Materiality Assessment

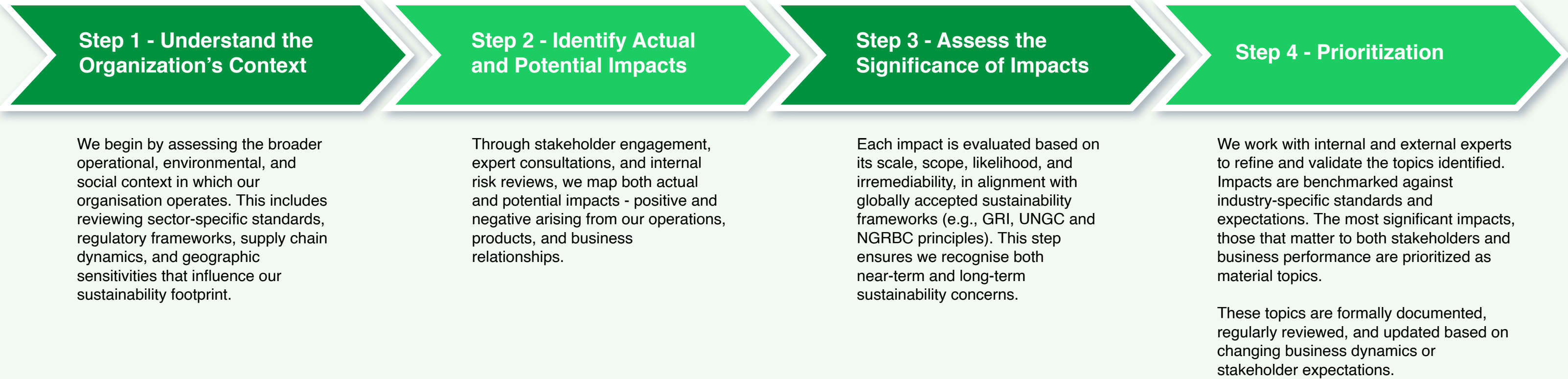
In our journey towards a cleaner and smarter future, understanding the most relevant and significant sustainability impacts is essential. In 2024-25, we evolved our evolution of our materiality assessment to stay aligned with the changing risks and opportunities in our industry and the broader external business environment. Through various method of stakeholder engagement, we were able to identify and prioritise ESG topics that are most material to them—ensuring our sustainability strategy remains responsive, relevant, and impactful.

Our materiality assessment processes are aligned with the Global Reporting Initiative (GRI) Standards Guidance, ensuring that our sustainability strategy reflects both stakeholder expectations and global best practices. Identifying material issues enables us to develop and implement an effective framework that supports a strong, resilient, and sustainable business. We conduct materiality sessions with key stakeholders every two years, focusing on environmental, social, and economic topics as outlined by the GRI.

Through a structured and stakeholder informed process, we identified, evaluated, and prioritised the topics that reflect our environmental and social footprint as well as influence business success. This assessment serves as the foundation for our sustainability strategy, enabling targeted action on what truly matters. It reinforces our commitment to transparency, long-term value creation, and alignment with global best practices in sustainability reporting.



Approach to determine Materiality for Privi Speciality





Matrix of Materiality

Environment	Social	Governance
<ul style="list-style-type: none">• Climate Change and Carbon Emissions• Water Conservation• Waste Management and Circular Economy• Supply Chain Transparency• Energy Management and Efficiency• Product Innovation and Sustainable Design• Sustainable Land Use and Habitat Preservation	<ul style="list-style-type: none">• Occupational Health and Safety• Divesity, Equity and Inclusion (DEI)• Community Engagement and Development	<ul style="list-style-type: none">• Customer Satisfaction• Ethics, Compliance, and Anti-Corruption• Economic Performance• Compliance and Governance





Stakeholder Engagement

At Privi, we recognise that effective stakeholder engagement is fundamental to conducting responsible business and creating long-term value. We actively engage with our stakeholders to understand their evolving expectations, particularly around key **Environmental, Social, and Governance (ESG)** topics.

Through regular dialogue and consultation, we aim to build mutual trust, transparency, and alignment. We use a variety of formal and informal channels such as surveys, audits, grievance mechanisms, training sessions, investor calls, and sustainability disclosures to gather valuable insights.

The internal stakeholders primarily include:

- Employees
- Investors
- Shareholders

While the external stakeholders are listed as follows:

- Regulatory Authorities
- Industry Associations
- Customers
- Competitors
- Community and NGOs
- Dealers and Distributors
- Suppliers and Contractors
- Industry Trade Association

These insights directly inform our corporate decision-making. Feedback from key stakeholders is communicated to senior

management and the Board, ensuring that material concerns are addressed and integrated into strategic planning.

Our Stakeholder Engagement Process

We follow a structured engagement process to ensure inclusiveness and responsiveness:





Stakeholder engagement overview

Stakeholder Group	Investors	Bankers	Employees
Company’s Response	<ul style="list-style-type: none">• Regular disclosures.• Detailed quarterly & annual reports.• Investor relations support.	<ul style="list-style-type: none">• Timely servicing of debt obligations.• Regular submission of financial statements.• Maintaining credit discipline.• Compliance with loan covenants.	<ul style="list-style-type: none">• Training & upskilling programs.• Performance recognition.• Workplace safety initiatives.
Engagement Mode	<ul style="list-style-type: none">• Earnings calls.• Annual General Meeting (AGM).• Investor newsletters.• Investor meetings.	<ul style="list-style-type: none">• Digital banking platforms.• One- on-one meetings.• Email and formal correspondence.	<ul style="list-style-type: none">• Internal communications.• Feedback surveys.• Townhalls & workshops.
Frequency	<ul style="list-style-type: none">• Quarterly/Annually/ Quarterly.	<ul style="list-style-type: none">• Monthly/Quarterly/ Annually.	<ul style="list-style-type: none">• Monthly/Bi-annual/Quarterly.

Stakeholder Group	Customers	Suppliers	Community
Company’s Response	<ul style="list-style-type: none">• Rigorous quality control.• Efficient customer service.• Continuous product innovation.	<ul style="list-style-type: none">• Transparent agreements.• On-time payments.• Supplier development programs.	<ul style="list-style-type: none">• Sustainable manufacturing.• CSR projects.
Engagement Mode	<ul style="list-style-type: none">• Customer feedback channels.• Support helpdesk.• Satisfaction surveys.	<ul style="list-style-type: none">• Regular supplier meetings.• Performance reviews.• Vendor audits.	<ul style="list-style-type: none">• Outreach programs.• CSR events.• Public disclosures.
Frequency	<ul style="list-style-type: none">• Ongoing.	<ul style="list-style-type: none">• Quarterly/Bi-annual/Annual.	<ul style="list-style-type: none">• Annually.



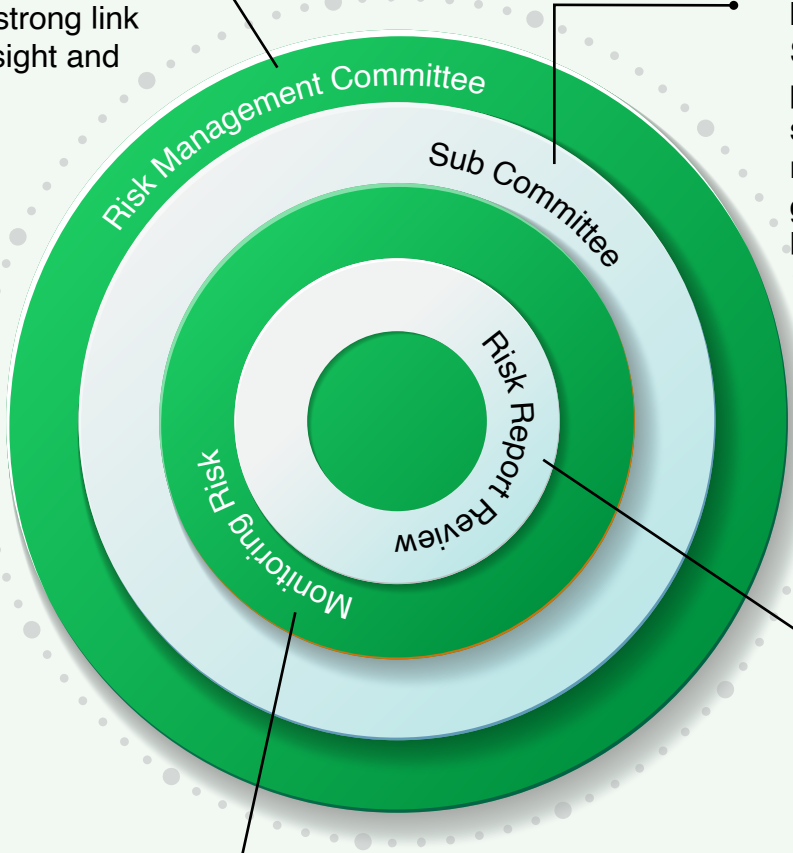
Risk Management at Privi

As a specialty chemicals manufacturer, Privi operates in a dynamic and evolving landscape, exposing the business to a range of financial, operational, and industry-specific risks. Our approach to risk management is proactive and structured, focusing on the identification, evaluation, and mitigation of risks to either prevent their occurrence or minimise their potential impact.

We have established a standardised and systematic risk management framework that is fully integrated into our core business processes. This framework enables consistent identification, communication, and management of risks across the organisation, and is overseen by a dedicated risk management structure.

The Risk Management Committee (RMC) at the Board level is responsible for overseeing the Company’s risk management framework and practices. Chaired by an Independent Director, the Committee ensuring a strong link between financial oversight and risk governance.




To support the execution and monitoring of risk management activities, a Sub-Committee - comprising the Head of Sustainability and Procurement along with members of the Senior Leadership Team has been established. This Sub-Committee meets periodically to conduct a structured review of identified risks and to ensure proactive governance at the operational level.



The Sub-Committee engages in focused discussions to evaluate key risks, particularly long-term, strategic, and macroeconomic risks. It also oversees the implementation of mitigation strategies across business units. Each member is accountable for monitoring risks within their respective functional areas, ensuring alignment with the broader enterprise risk management framework.

Additionally, the Sub-Committee reviews and recommends the Risk Management Report to the Board for approval to ensure that Environmental, Social, and Governance (ESG) considerations are thoroughly integrated into the Company’s overall risk approach.



- **Long Term**
To be achieved by 2050
- **Medium Term**
To be achieved by 2032
- **Short Term**
< 3 years, to be achieved by 2026



Approach to Climate Change Risk Assessment – Time Horizons and Scenarios

We began by defining the time horizons and scenarios for our climate-related scenario analysis. The classifications of short, medium, and long term are closely aligned with Privi's strategic planning horizons. Short-term goals are essential for immediate responsiveness, medium-term objectives help is aligned with evolving industry trends and global targets, and long-term aspirations guide our transformative journey towards sustainability.

Coupled with these identified risks, Privi has conducted an extensive assessment and mapping of climate related risks, which are also categorized as emerging risks. This comprehensive evaluation includes an in-depth analysis of potential impacts associated with climate change, taking into account the evolving environmental landscape.

Climate Related Risks and Opportunities

At Privi, we recognise that climate-related risks, ranging from extreme weather events and rising sea levels to ecosystem disruptions, pose significant challenges to sustainable growth. These risks demand not only awareness but also timely and decisive action. Our business strategy is built with agility at its core, allowing us to adapt to evolving climate realities while remaining aligned with the goals of the Paris Agreement.

To strengthen our strategic resilience, we conduct climate scenario analyses that test our sustainability roadmap under different temperature pathways, including the well-below 2°C and 1.5°C scenarios.

These assessments help us understand how our long-term plans hold up under varying climate conditions and enable us to make informed decisions that safeguard value creation for all stakeholders.

We actively monitor the external environment, including regulatory developments, geopolitical shifts, and market dynamics, to stay ahead of emerging trends and risks. In doing so, we regularly reassess our strategic positioning, evaluating our strengths and vulnerabilities in relation to peers and explore opportunities in low- carbon technologies and sustainable energy solutions.

This forward-looking approach ensures that our sustainability and business strategies remain robust, future-ready, and capable of supporting long-term financial planning in an era defined by climate transition.





Managing Climate Risks

Physical Risks

Type of Risk - Environmental risk

Rationale - We face environmental risks from air and water pollution in our operations, which require effective emission control and waste management. Additionally, climate change poses potential disruptions to our supply chain and infrastructure due to extreme weather events.

Mitigation Measures	
Focus Area	Mitigation Key Action
Net-Zero Target	Aim to achieve net-zero operational emissions by 2050.
Low-Carbon Transition	Transition to low-carbon energy sources like biofuels and renewables.
Nature-Based Solutions	Promote ecosystem restoration to enhance both climate and biodiversity outcomes.
Supply Chain Resilience	Establish alternative supply networks to manage climate related disruptions.
Disaster Preparedness	Develop site-specific disaster management plans to address extreme weather events.
Climate-Resilient Infrastructure	Invest in infrastructure designed to withstand adverse climatic conditions.
Digital Efficiency	Leverage digital tools and optimisations to enhance adaptability and operational efficiency.

Transition Risks

Type of Risk - Current and Emerging Regulations

Rationale - Failing to adhere to environmental and social regulations could adversely affect profits and business continuity.

Mitigation Measures
Proactive evaluating emerging trends, ensuring regulatory compliance, monitoring the policy landscape, and actively engaging in relevant forums help prevent legal issues and protect our reputation.

Type of Risk - Market

Rationale - The growing focus on clean energy in response to climate change could reduce demand and influence prices for products with a high carbon footprint (PCF).

Mitigation Measures
Invest in renewable energy, biofuels, and electric mobility to stay ahead of evolving market trends.





Transition Risks

Type of Risk - Reputation

Rationale - A delayed shift to a low-carbon future could harm the Company's reputation, especially if customers increasingly favour businesses with low carbon product offerings.

Mitigation Measures

To mitigate this risk, we are allocating strategic resources toward renewable energy and sustainable technologies, reinforcing our commitment to environmental stewardship and a low-carbon future.

Type of Risk - Technology

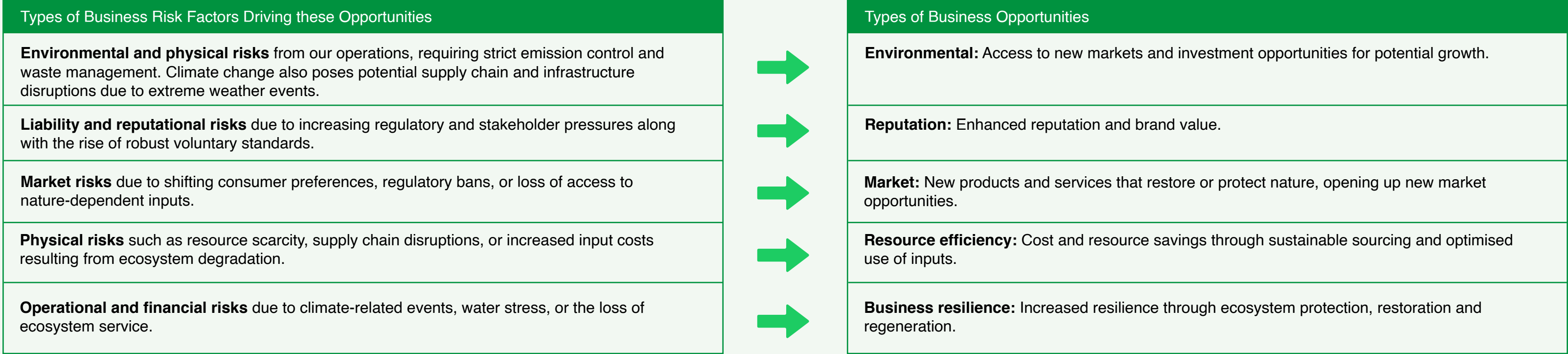
Rationale - Failure to adopt advanced and relevant processing technologies can significantly impact operational efficiency and hinder progress toward reducing environmental impact.

Mitigation Measures

Prioritise continuous research and development to drive technological leadership, optimise processes, and foster innovation for sustainable operations.

Risks can be turned into opportunities

Investing in nature and integrating nature into corporate decision-making can unlock new business opportunities.





Protecting the Environment

- Climate Change
- Environmental Management
- Water Management
- Reducing Waste and Reusing By- products
- Circular and Sustainable Sourcing
- Biodiversity Conservation



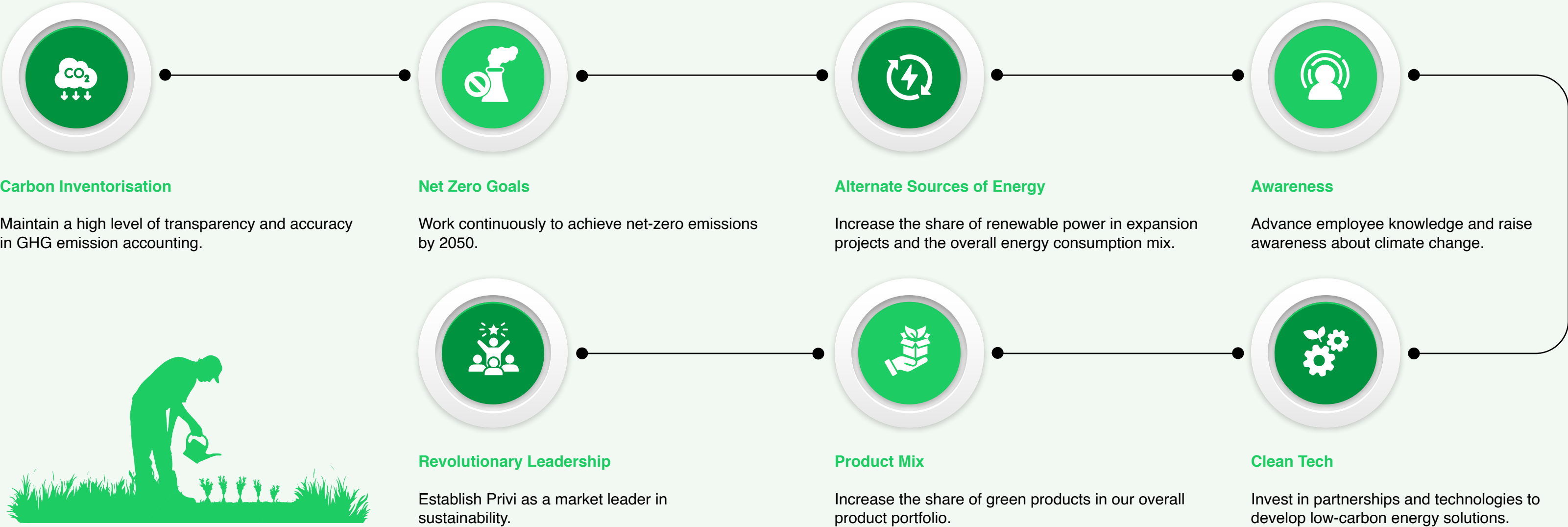
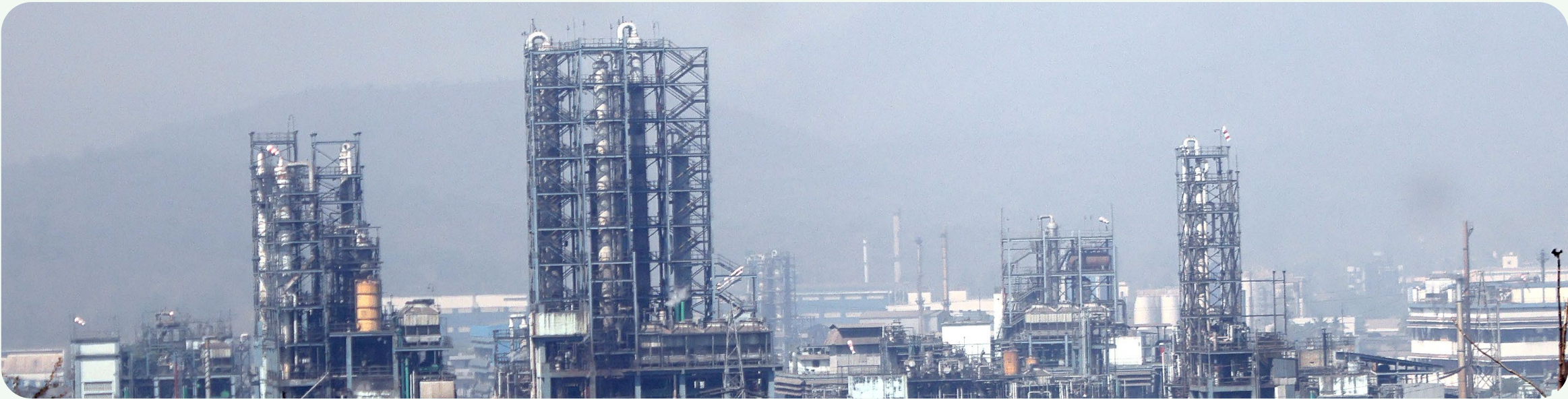


Climate Change

Management approach to Net Zero






Privi's journey toward achieving net zero emissions is through a robust management approach that integrates sustainability into its core operations. The strategic pathway reflects the company's commitment to balancing environmental responsibility with operational efficiency.

By implementing a comprehensive and structured management framework, Privi aims to navigate the complexities of transitioning to a net-zero future - ensuring a harmonious alignment of business objectives with environmental stewardship.





Goals, Targets & Actions Taken by Privi

Topic	Strategic Sustainability Target	Action taken by Privi in FY 2024-25	UN SDG
Climate	Targeting a 50.4% reduction in Scope 1 and 2 emissions by 2032, compared to the base year 2022 (April 2021 to March 2022).	Achieved an emission reduction of 15,162.40 MTCO ₂ e through fuel replacement.	
	Targeting a 35% reduction in Scope 3 GHG emissions by 2034, compared to the base year 2024 (April 2023 to March 2024).	GHG emissions reduced by 9,957.01 MTCO ₂ e compared to the previous year.	
	Product lifecycle assessment by 2026 – To conduct product carbon footprint assessments for 20 products contributing to 70% of revenue.	LCA completed for four products by third-party. Remaining under progress.	
Energy	Increase energy efficiency.	Energy audit conducted. Actions being initiated as per the recommendations.	
	Source 75% of energy from renewable sources by 2032.	Renewable energy accounts for 26.66% of the total electricity consumed at our operating locations.	
Water	All plants to operate with Zero Liquid Discharge (ZLD) by 2030 (compared to 2022 status).	Achieved Zero Liquid Discharge (ZLD) at Unit-II and Unit-VI.	
	90% recycled water usage in operations targeted by 2030, compared to the base year 2022.	70% of wastewater is recycled.	
Waste	Achieve Zero Waste to Landfill (ZWL) certification for all major manufacturing facilities by FY 2030.	Actions initiated as per the plan.	
	100% of waste to be diverted from disposal by 2032.	We recycled hazardous waste, including 72.49% by sending it to authorized recyclers or safely incinerating non-recoverable materials.	
Biodiversity	To aims to plant 1,20,000 trees over the next two years to increase our carbon sink.	We have planted 80,000 trees over the past two years.	
Diversity & Inclusion	Achieve 30% women representation on the Board by FY 2026, compared to the base year 2024.	25% of the board comprises female directors.	
Human Rights	Increase the percentage of targeted staff who have completed anti-bribery and corruption training to over 95%, compared to the 2021 baseline.	100% of employees have completed anti-bribery and corruption training.	
	100% of employees to be trained in the Code of Conduct by 2030.	87.10% of people were trained in the Code of Conduct during the year.	
Sustainable Supply Chain Management	100% of suppliers to sign the Supplier Code of Conduct by 2030 (target year).	49% of Suppliers have signed the Supplier Code of Conduct.	
	10% of Procurement from MSMEs by 2030.	8.43% procurement from MSMEs.	



“We understand operational excellence and continuous energy efficiency, and circular economy improvements not just as a competitive advantage but as responsibility towards the living environment.”

– Senior Vice President
(Sustainability and Procurement)



Environmental Management

Energy Efficiency and Renewable Energy Sourcing

We ensure compliance with all applicable environmental regulations across all our locations and are guided by our stringent environmental standards. We consistently elevate our practices by adopting international standards, frameworks and guidelines. The majority of our operations are ISO 14001:2015 certified, further strengthening Privi’s credibility to high standards and robust environmental management system.

Goals

- Increase energy efficiency
- Source 50% of total energy from renewables by 2032.

A significant reduction in energy consumption (both electricity and steam) remains a continuous driver for improvements at all the Privi’s sites. In 2024-25, we have achieved an energy efficiency gain of over 17,787.34 MWh. Additionally, approximately 25.04% of the total electricity consumed across the organization in 2024–25 was sourced from renewable energy (solar).

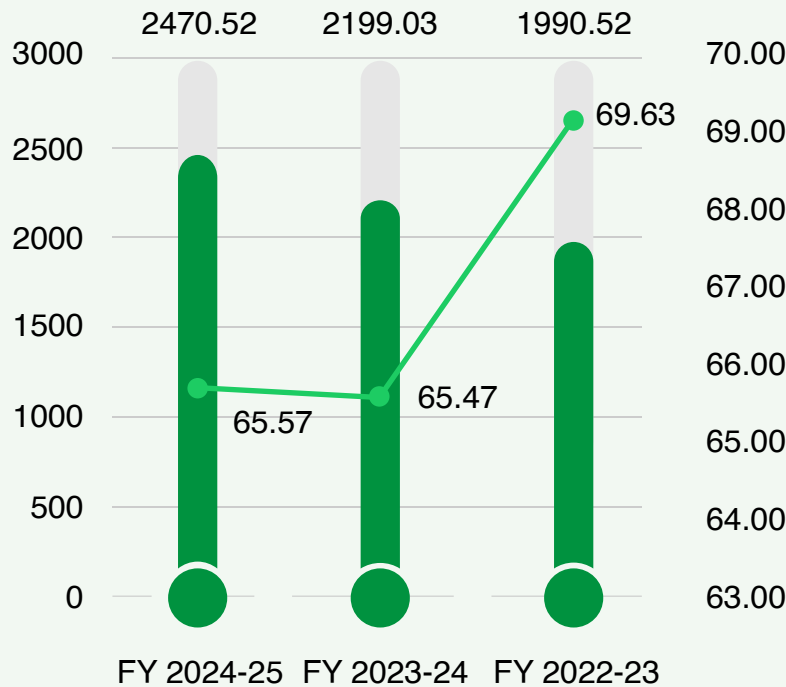
Upcoming Energy Conservation Initiatives:

1. **Steam Conservation:** Approx. 11,500 kg/hr steam savings through heat recovery

using TVR technology – 3,500 kg/hr from the Distillation column and 8,000 kg/hr from CST.

2. **Reduced Cooling Tower Load:** Steam conservation will lead to a reduction in cooling tower requirements, i.e., 630 TR x 2 units.
3. **Vacuum System Upgrade:** Replacement of 7 Italvac vacuum pumps with steam ejectors, resulting in a reduction of steam consumption and effluent generation by 600 kg/hr.
4. **Power Savings:** Electricity savings through the optimisation of the Brine plant, Compressor plant, and Chilling plant.

Energy Management



— Total Energy Consumption in TJ
— Energy Intensity in GJ/MT of Production

Head Office energy consumption, contributing less than 5% of total use, is excluded this year and will be included in future reports as monitoring systems are put in place.



Increasing Renewable Energy

As part of our committed to further reducing GHG emissions, we are taking proactive steps to improve energy efficiency, promote the use of renewable energy and evaluate opportunities to generate our own renewable energy on-site. In FY2024-25, renewable energy consumption accounted for 26.66% out of total electricity consumption.



Carbon Neutrality: Electrification of company car fleet

The Company has initiated the transition of its vehicles fleet to hybrid and electric vehicles. Moving forward, all new purchased company cars – whether for the Head office or plant location, will be gasoline plug-in hybrids or fully electric, contributing to a reduction in CO₂ emissions.

As a company committed to global excellence in environmental stewardship, caring for the environment remains a vital part of our legacy, culture and brand directly or through vendors.

As part of our broader climate strategy, we continue to explore increasing the share of electric vehicles in our fleets across all operational areas.

Reducing Greenhouse Gas Emissions

Privi recognizes that achieving a net-zero emissions strategy depends on a robust greenhouse gas (GHG) inventory and reporting framework. The Company consistently reports its emissions in alignment with internationally recognized guidelines and frameworks. This comprehensive system is further strengthened through third-party validations, an expanded scope of inventory assessments and the strategic use of technology and digitalization.

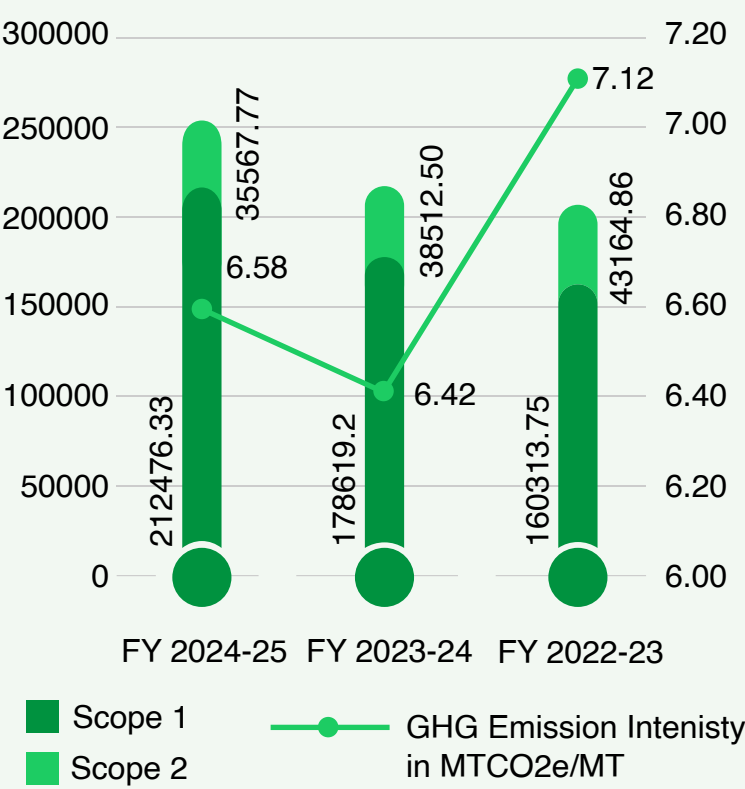


Goals

- Achieve net-zero carbon emissions by 2050
- Reduce Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 50% by 2032, using 2022 as the base year
- Reduce absolute Scope 3 GHG emissions 35% by 2034, using 2024 as the base year.



Scope 1+2 GHG Emission in MTCO₂e



Head Office GHG Emissions, contributing less than 5% of total use, is excluded this year and will be included in future reports as monitoring systems are put in place.



Privi consistently monitors and evaluates its greenhouse gas (GHG) emissions footprint across all operational sites, maintaining full transparency in its disclosures. The Company adopts the operational control approach for GHG accounting, covering 100% of emissions from its facilities located within India. Privi accounts for all three categories of emissions:

- Scope 1 - Direct emissions
- Scope 2 - Indirect emissions from purchased energy
- Scope 3 - Other indirect emissions across the value chain

In calculating its GHG inventory, Privi considers the most prevalent greenhouse gases in the chemical industry—carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O)—using emission factors established by the Intergovernmental Panel on Climate Change (IPCC).

2,48,044 MTCO₂e

Total Scope 1+2 Emissions

6,697 MTCO₂e

Biogenic Emissions

2,13,960 MTCO₂e

Total Scope 3 Emissions

*Biogenic emissions include those resulting from the consumption of biomass, biogas, and biofuels.

Scope 3 Categories

- Purchase Goods and Services
- Capital Goods
- Fuel and Energy Related Activities
- Upstream Transportation and Distribution
- Waste Generated in Operations
- Business Travel (Air Travel)
- Employee Commuting
- Downstream Transportation and Distribution

Reduction in GHG Emissions by Various Initiatives of Privi

We have made conscious efforts to reduce emissions by increasing biomass as an alternative fuel and by promoting energy efficiency projects. These initiatives include heat recovery, fuel switching, and technology upgrades. Additionally, we have implemented renewable energy projects to reduce emissions from electricity generation, including off-site installations beyond our own facilities.

Total Reduction in GHG Emissions by

25,119.41 MTCO₂e

Use of Biofuels-Emissions reduced by

2,231 MTCO₂e

Renewable energy emissions reduced by

12,931.40 MTCO₂e

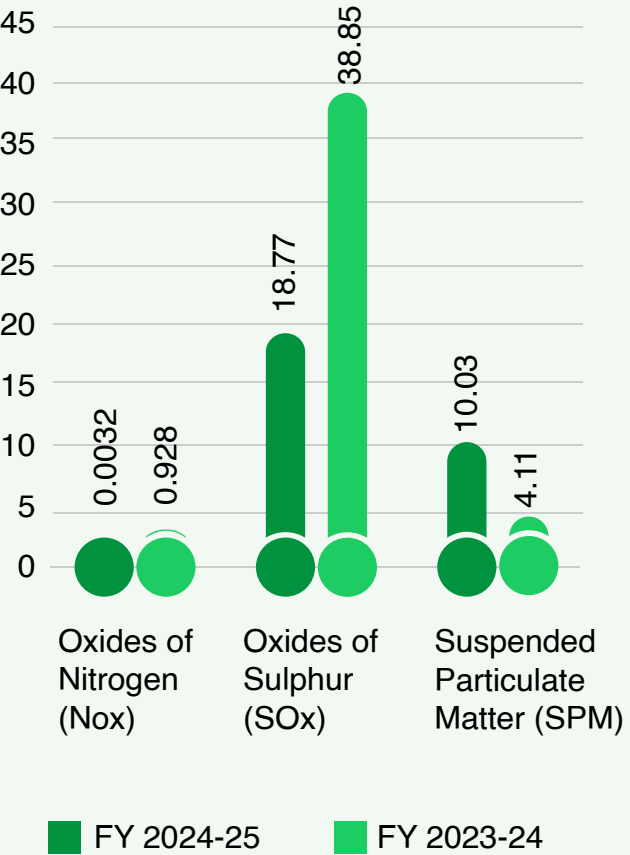
Scope 3 GHG emissions reduced by

9957.01 MTCO₂e

Air Emissions

Privi is actively engaged in a range of proactive initiatives to align with the National Ambient Air Quality Standards (NAAQS) and to meet all legal obligations related to Ambient Air Quality (AAQ) parameters. We conduct third-party assessment to monitor pollutants such as SO₂, NO_x, CO, and particulate matter (PM) emissions from stacks. In addition, we track parameters in effluents including pH, Total Suspended Solids (TSS), phenols, oil & grease, and Biochemical Oxygen Demand (BOD). All monitoring data is promptly submitted to the Central Pollution Control Board’s (CPCB) online platform, ensuring continuous and transparent compliance reporting.

Air emission in MTCO₂e/Year





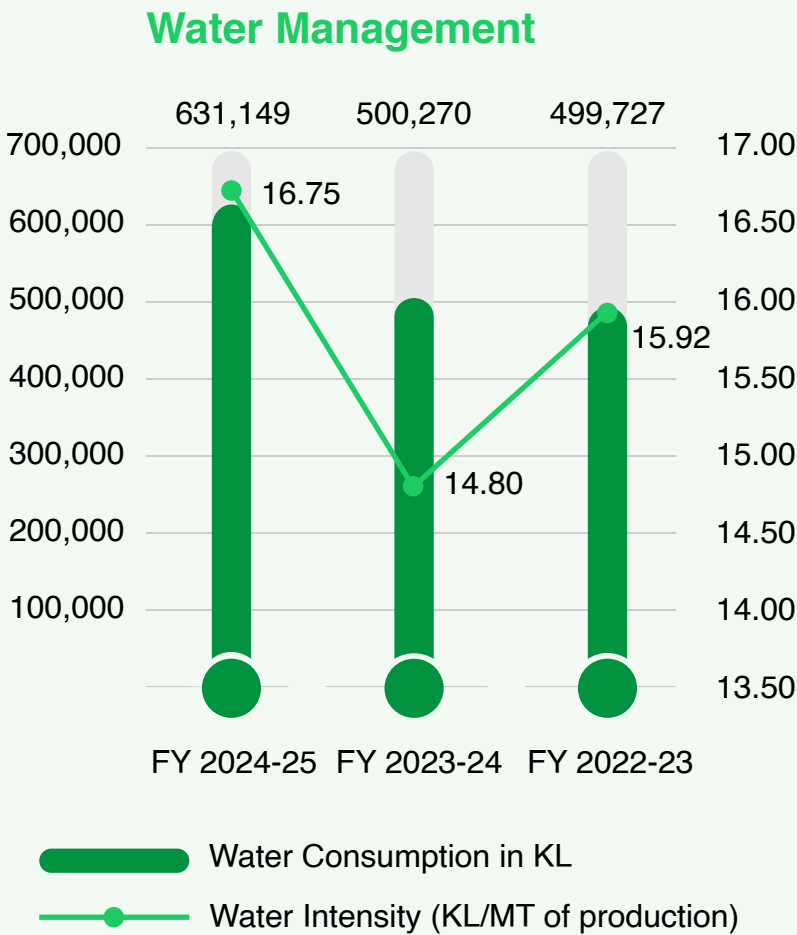
Water Management

Water is a crucial resource in Privi's production processes, serving both operational and non-operational purposes. The Company faces diverse challenges related to local water scarcity, varying policy regulations, and water quality concerns that differ across regions.



We have implemented comprehensive water management strategies, including rigorous monitoring of freshwater consumption and wastewater discharge. Our plants track water usage to ensure that treated effluents meet quality standards, and wastewater is recycled to reduce our water footprint. Additionally, we have adopted Zero Liquid Discharge (ZLD) practices at both locations. thereby

enhancing our resilience to water scarcity, protecting ecosystems, and promoting sustainable water use.



Head Office water consumption, contributing less than 5% of total use, is excluded this year and will be included in future reports as monitoring systems are put in place.

Goals

- Achieve Zero Liquid Discharge (ZLD) status at all plants.
- 90% recycled water reuse in operations by 2030 (compared to 2022).

Reverse Osmosis (RO) and Advanced Effluent Treatment

Each unit's Effluent Treatment Plant (ETP) is designed with a comprehensive treatment train comprising primary, secondary, and tertiary stages, followed by a Reverse Osmosis (RO) system. The tertiary-treated effluent is either recycled via the RO system or routed to the Common Effluent Treatment Plant (CETP), depending on compliance and capacity. Process effluents characterized by low Chemical Oxygen Demand (COD) and high Total Dissolved Solids (TDS) are directed to a Multiple Effect Evaporator (MEE), along with the RO reject stream. The condensate recovered from the MEE is subsequently treated in the ETP or reused within the facility, contributing to water circularity and minimization of liquid discharge.

A total amount of 212921.19 KL of treated water was recycled back to process requirements through the Reverse Osmosis system, thereby reducing an equivalent amount of fresh make-up water.





Water Conservation Initiatives



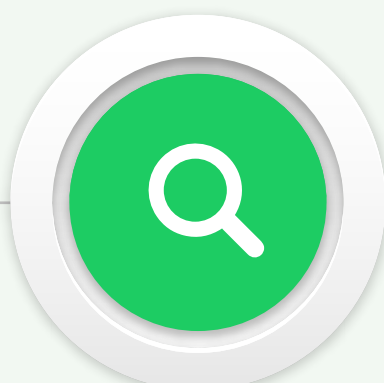
The rainwater harvesting system has successfully collected a considerable amount of water. In FY 2024-25, we utilized 3603 KL of rainwater primarily for cooling tower make-up, gardening, and other non-potable applications, thereby reducing dependence on freshwater sources.



The organization’s Jhagadia unit (Gujarat) and Mahad unit (Maharashtra) have implemented Zero Liquid Discharge (ZLD) mechanisms in Unit-I, Unit-II, and Unit-III. To assess the effectiveness of this approach, we track our performance against water-related targets and monitor progress every six months. Performance is reviewed at the unit level by the Technical Services team. This regular assessment helps us effectively manage program risks and identify opportunities for improvement.



Waste water is recycled through Effluent Treatment Plants (ETPs) at our units, and the treated water is utilized for various non-potable purposes.



During the year 2024–25, a water assessment was carried out at Mahad Units I, II, and X, and the findings are currently under implementation.

Feasibility Study on Rainwater Conservation at Mahad Unit

Privi conducted a feasibility study at its Mahad units to assess the adequacy of the existing rainwater harvesting (RWH) systems and evaluate the potential for additional RWH and stormwater catchment. The study identified an average annual RWH potential of approximately 211 KLD. Recommendations from the assessment are planned for implementation in the upcoming year.



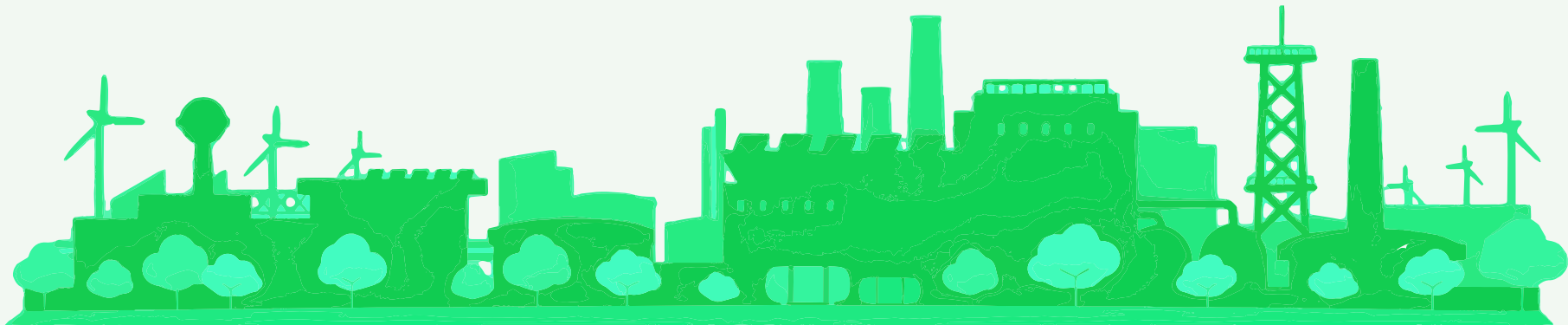
6,31,149 KL
Total water consumption



2,12,921.19 KL
Treated waste water recycled back into operations



34%
Privi’s total water requirement is currently met through recycling





Reducing Waste and Reusing By- Products

Waste Management

Privi is committed to adopting efficient waste management practices aimed at minimising environmental impact. This includes the systematic identification and segregation of operational waste, promoting recycling and ensuring ethical disposal to reduce landfill volumes. Hazardous and non-hazardous waste streams are managed in strict accordance with guidelines issued by the MoEF&CC, CPCB, and SPCB guidelines, ensuring treatment, reuse, or authorized disposal.

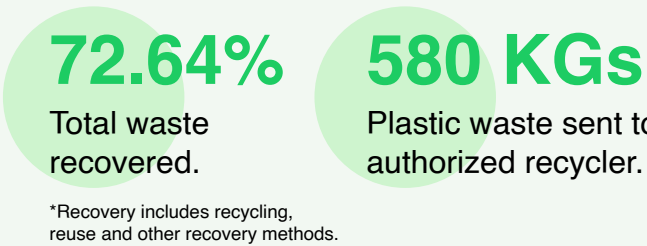
Efforts are continually made to divert organic and plastic waste toward recycling and resource recovery wherever feasible. These initiatives significantly reduce the volume of waste generated across operations, thereby lessening the environmental footprint. Production processes inevitably generate by-products and waste. Privi strives to reuse by-products wherever feasible and prevent waste to maximum possible extent. Any unavoidable waste is treated and disposed of in full compliance with regulatory requirements. Additionally, improving production efficiency remains a key focus to minimize both waste generation and energy consumption.

Goals

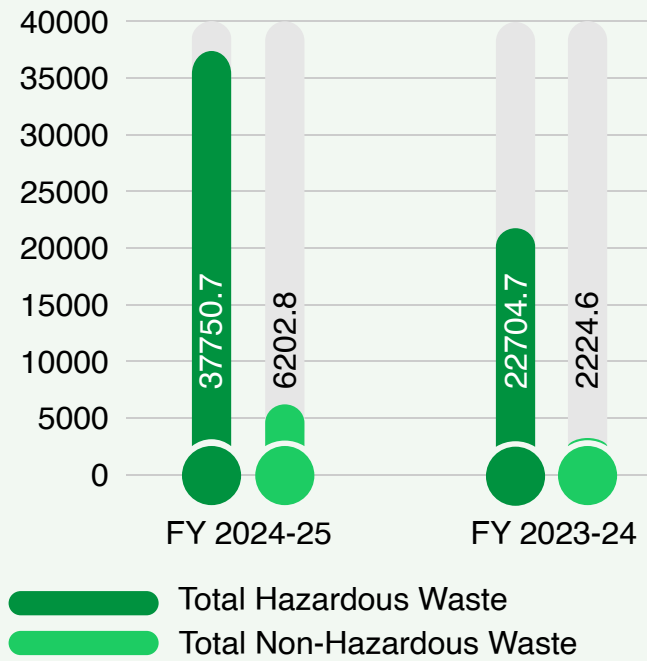
- Achieve Zero Waste to Landfill (ZWL)
- Certification for all major operating facilities by 2030.
- Ensure 100% waste diversion from disposal by 2032.

Zero Waste to Landfill Certification – Our Upcoming Commitment

Privi is committed to achieving Zero Waste to Landfill (ZWL) Certification by 2030. This initiative underscores our dedication to responsible waste management by ensuring that all non-hazardous waste is diverted from landfills through recycling, reuse, or recovery. It is closely aligned with our broader sustainability objectives and supports our transition toward a circular economy.



Hazardous & Non-Hazardous Waste - in MT



Waste Re-purposed

Privi manufacturing facilities manage waste through following three mechanisms

Waste to Product

- Waste generated from one of the production process, such as sulphuric acid, is recycled and reused as a product in process. In current year, 12191.77 MT was reused.
- Bio sludge has been reused as a biomass. In current year, 27.13MT was recycled.

Waste to Recycle

- Privi sold 45.72 MT of IBCs/HDPE/ Carboys drums and 10.319 MT used spent oil was cleaned & reused.

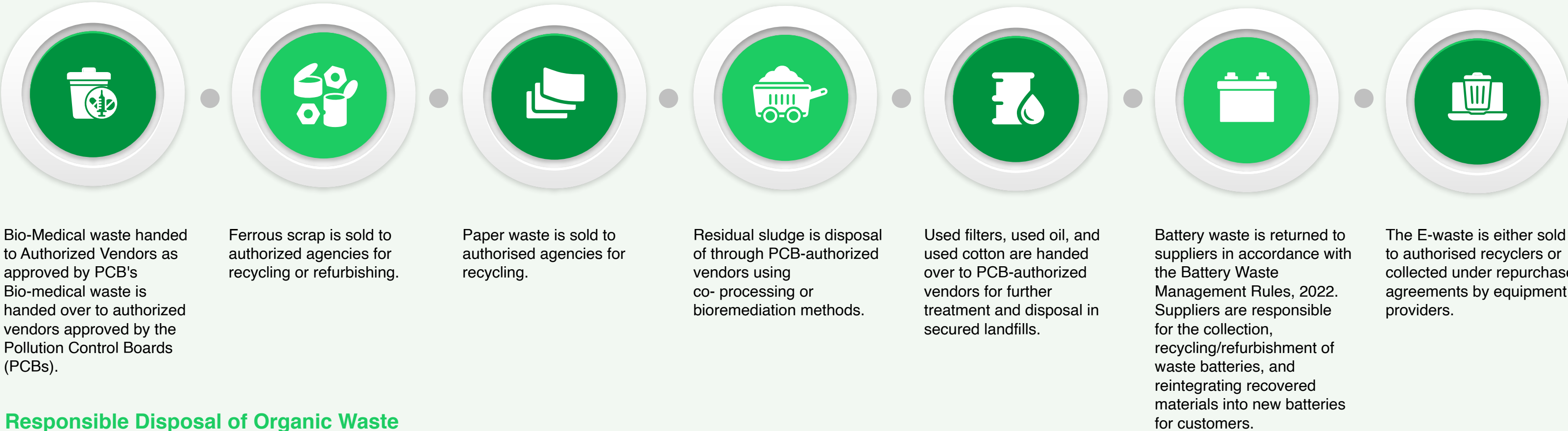
Waste to Recovery

- Spent catalyst generated from the hydrogenation process units was sold to a recycler for precious metal recovery, with a total quantity of 20.562 MT recycled.





Waste Management Process



Responsible Disposal of Organic Waste

Privi has taken proactive steps toward sustainable waste management by installing new composting machines at three manufacturing locations. At these sites, three canteens serve approximately 250–300 meals per day, generating around 25–30 kg of kitchen waste daily. In line with its environmental responsibility, Privi has emphasized organic waste disposal through composting at its operating locations.

During FY 2024–25, the total organic waste composted amounted to approximately:

- 6.67 metric tonnes (MT) at the Mahad facility;.
- 3.77 metric tonnes (MT) at the Jhagadia facility.

These initiatives support circular economy practices by converting biodegradable waste into nutrient-rich compost, minimizing landfill burden, and contributing to a healthier ecosystem.





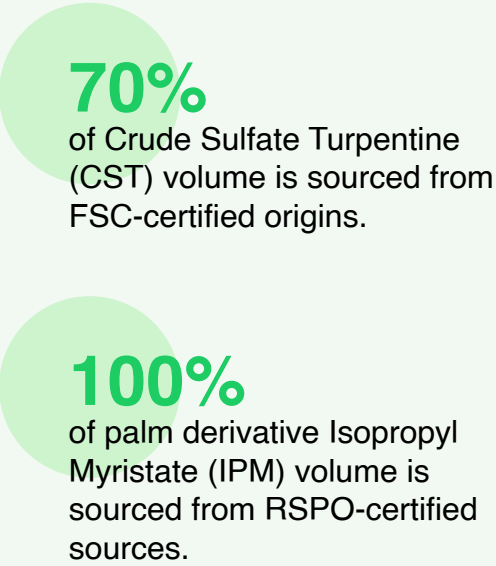
Circular and Sustainable Sourcing

Privi Believes it is essential to build a supply chain that enables stable sourcing of high quality competitive materials. By establishing long-term trust with suppliers through fair, impartial, and transparent transactions, promote procurement activities that take into consideration, the environment, and human rights, so that the entire supply chain is able to grow sustainably.

Our procurement team, in collaboration with the quality team, supports the development of a resilient and responsible supplier network. Leveraging our core strengths, we have built a robust sustainable procurement strategy aligned with our broader sustainability goals.

Greening our product portfolio

Our main feed stock Crude Sulphate Turpentine (CST) is generated during the kraft pulping of softwood – a natural, renewable resource from sustainably managed North European, Canadian & USA forests. The pulping process recovers organic materials that are naturally present in the wood. Whereas Gum Turpentine Oil (GTO) is the volatile fraction that is extracted during the distillation of the natural resin coming from pine trees. Both CST & GTO has our major feed stock components of Alpha & Beta Pinene. We also use palm derivative Isopropyl Myristate (IPM) sourcing from the RSPO certified vendors.



Approach to Supply Chain Management



We assess the suppliers and conduct factory audits prior to onboarding, as applicable. Additionally, we provide improvement plans to select suppliers and reassess them after they have enhanced their operational standards.

Supplier Screening

At Privi, we follow a diligent supplier screening process. During onboarding, all new suppliers are evaluated on key parameters such as health and safety, environmental impact, business ethics and governance, community development, intellectual property rights, human rights and financial stability. Compliance with our Privi's Supplier Code of Conduct, aligned with these criteria is mandatory for all suppliers.



Implementation of Supplier Assessment

To promote responsible procurement, the Company conducts comprehensive supplier assessments covering human rights, labour practices, environmental impact, ethical business conduct, quality and safety, information security, supply chain management, community engagement, and corporate governance.

FY 2024-25 Survey

Survey Format: Questionnaire-based, using the Sustainability- Procurement Self-Assessment Questionnaire

Target Group: Top 100 suppliers (out of approximately 341 suppliers)

Response Rate: 99% (99 suppliers responded)

Key Highlights

31%

of procurement spent on local suppliers in FY 24-25

99

out of top 341 Key suppliers were assessed for environmental and social impacts representing 29.03% of top suppliers

2

Supplier capacity building workshops conducted

13.78%

of our suppliers assessed through EcoVadis for sustainability performance

Based on the questionnaire results, no suppliers were identified as posing significant risks related to child labor, forced labor or violations of freedom of association and the right to collective bargaining.

Addressing Scope 3 Emissions Through Supplier Engagement

Our team is committed to sustainable procurement and actively collaborating with suppliers to enhance transparency on Scope 3 GHG emissions and drive continuous improvements.

– Senior Vice President
(Sustainability and Procurement)



We have assessed the emissions across our value chain as accurately as possible to enable tangible and effective actions toward reducing our global Scope 3 carbon footprint- now and in the future. In FY2024-25, we invested significant effort into establishing a baseline for emissions associated with the raw materials used at our facilities. Achieving these goals requires the active contribution of our key partners.

Therefore, we engaged with our critical suppliers to:

- Provide Product Carbon Footprint (PCF) primary data of the raw materials supplied to us.
- Assess the maturity and challenges of our supplier base regarding decarbonization.
- Identify opportunities for reducing Scope 3.1 emission within our value chain.

We are committed to deepening our understanding and mitigation of Scope 3 emissions and have set several key milestones for our supply chain in the coming years.

Plan for the Future

We are committed to strengthening our supplier relationships and promoting sustainable procurement through continuous improvement and collaboration. Moving forward, we aim to:

- We will continue to share the Privi Supplier Code of Conduct with all new suppliers.
- Request suppliers in the supply chain to promote sustainability.
- Encourage local suppliers to adopt sustainable practices in their processes.
- Request overseas suppliers to respond to the Sustainability Self-Assessment Questionnaire.





Material Management

At Privi, effective material management ensures that materials are used efficiently, minimising waste and reducing costs. By reducing material consumption and driving innovation to develop products that help consumers enhance their resource efficiency.

Raw Material Usage

Particulars	UOM	FY 2024-25
Mahad	MT	56,953.40
Jhagadia	MT	22,174.79
Total	MT	79,128.19

By pursuing these efforts, we are making steady progress toward a more sustainable and responsible future.

Recycled Materials

Particulars	UOM	FY 2024-25
Sulphuric Acid	MT	12191.77
Phosporic Acid	MT	94
Caustic Soda	MT	331
PTSA Solution	MT	135
Soda and Acid recycling	MT	766

Biodiversity Conservation

Privi recognizes the significant impact that our operations can have on biodiversity and local ecosystems. To support this, we are committed to avoiding activities near biodiversity zones and hotspots and collaborating with our value chain partners, including suppliers.

Our sites are also not close to the habitats of threatened species, as designated by the International Union for Conservation of Nature (IUCN). In all cases, we are managing these sites in line with our licence conditions and are aiming to meet the expectations of local stakeholders.

Tree Plantation

Privi regards ecological and environmental protection as the focal point of its conservation programs. To give back to nature, large-scale tree plantation activities are carried out at all installations. We have planted over 80,000 trees in last two years and plan to increase the number to 1,20,000 trees by 2026. Most of these are fruit trees, which will benefit community livelihood. This initiative will also result in the carbon sequestration of approximately 2500 MT of carbon.



Preserving Life Below Water

Privi is partnering one Crocodile conservation project initiated by the government near Mahad, along the Savitri River. This project aims to protect the natural habitat of crocodiles and ensure the sustainability of aquatic life in the region.

By partnering in this project, Privi is contributing to Sustainable Development Goal (SDG 14): Life below water, which focuses on conserving marine and freshwater ecosystems.





Delivering Positive Social Impact

- Talent Management & Well-being
- Learning and Development
- Health & Safety
- Community Impact





Talent Management & Well-being

We support and respect international rules related to human rights and have developed the Privi Human Rights Policy. This policy is based on the United Nations (UN) Guiding Principles on Business and Human Rights, and we are committed to achieving zero human rights violations across all our corporate activities

211.59 Lakhs

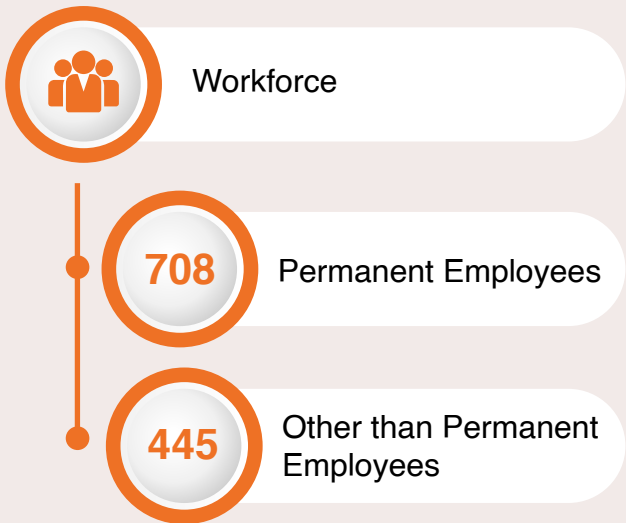
Total CSR expenditure

100%

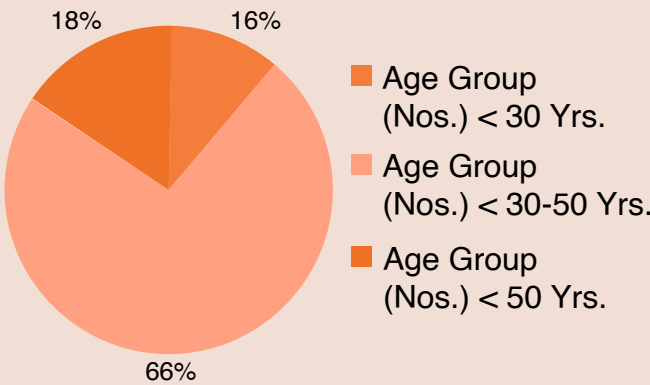
workforce received wages above the statutory minimum wages

16.38%

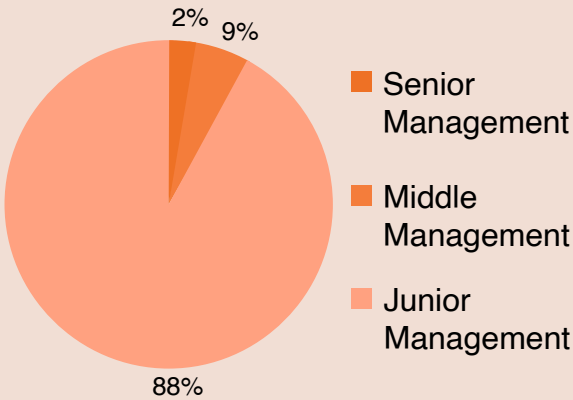
New employee hires to the payroll



Employees by Age Category



Employees by Job Category



Talent acquisition

Talent acquisition at Privi is strategically driven by current and future business needs. During FY2025, we have hired a total of 116 new employees, of which 63 % were under the age of 30, and 5.17% were female. Additionally, 16.38% of these new hires were offered permanent contracts.

Employee Well-being

We prioritise employee well-being through comprehensive programmes encompassing physical fitness, mental health support and work-life balance. We provide regular health and safety training, annual health check-ups, and flexible working hours. All employees and contract workers receive health and accident insurance, disability coverage and maternity benefits.

The Company ensures that all contract labourers who work within the premises of the Company have access to basic essential and welfare amenities, such as clean drinking water, hygienic toilet facilities, and rest areas. Privi conducts half-yearly onsite health check-up camps for all employees, labour including contract labourers providing them with necessary healthcare services. In addition to camps, workers are provided with training in first aid skills on a continuous basis. To promote the overall well-being and development of contract labourers, regular awareness programs and health talks which educate them on various social and personal growth-related aspects, are also organized.

At Privi, we prioritise the well-being and happiness of our employees, recognising the importance of maintaining a healthy work-life balance





Performance Management

Our performance management system is designed to ensure transparency, recognise both individual and team achievements, and provide constructive feedback for continuous growth. We adopt a holistic leadership competency framework that integrating a 360degree feedback, objective-based evaluations, and team performance assessments. Performance appraisals are conducted annually for all employees.

In FY 2024–25, all officers and staff members received regular performance evaluations and career development reviews.

100%

of our permanent workforce received career development reviews.

Long Service Award

At Privi, we deeply value the loyalty and dedication of our long-serving employees. To honour their commitment, we present the Long Service Award. In FY 2024-25, 13 employees were felicitated at a special Long Service Awards event, celebrated in the presence of their families.



Value Champion Recognition

The Value Champion Recognition program aims to foster a sense of belonging and motivation by promptly acknowledging and rewarding exemplary employee contributions. Through instant recognition, we seek to reinforce the behaviours and values that are core to Privi. During the reporting period, 15 employees at the Head Office (HO) were honoured with the Value Champion Recognition.



Employee Engagement and Satisfaction

Our people strategy places strong emphasis on employee engagement and satisfaction. We are committed to creating an environment where every team member feels valued, respected, and connected to the organisation.

Through various engagement initiatives, we continuously strive to enhance employee satisfaction and foster a sense of belonging.

Festive Celebrations

We actively engage with employees through inclusive events such as, Sports Day, and festive celebrations. These activities help foster a sense of community, build mutual trust and respect, and strengthen the connection between work and home life.



Sports Corner

Privi has always shown a strong affinity to sports and continues to uphold this legacy. As a part of our employee engagement framework, we organise and participate in an annual inter-industry cricket tournament along with various other sporting events.





Employee Engagement Survey

We conducted an annual employee satisfaction survey using the Pulse platform to identify areas for improvement. The survey assesses job satisfaction, internal motivation, stress levels, and overall happiness.

It is concise, completely anonymous and conducted via third-party platform to ensure neutrality and confidentiality. 81% of our employees responded to the survey, and we used department wise responses to develop relevant actions plans.

Employee Benefits and Policies

The comprehensive range of benefits offered by Privi is extended to all permanent employees. These benefits are designed to support and enhance the well-being, security,

and professional growth of our valued workforce, while ensuring equity and inclusivity across the organization .

Health & Wellness

- Group Mediclaim coverage (Self + Spouse+2 dependent Kids+ Parents).
- Group Accidental Coverage (Self).
- Group Term Life Insurance.
- Periodic health checkups for employees and consultation facility.

Recognition

- Long Service Award.
- Privi Value Champions.
- Employee Suggestion Scheme.

Communication

- Town Hall Meetings.
- CMD/& CFO / Head- HR Interaction Program.
- Quarterly Induction over PAN India location.

Retirement Benifits

- Provident Fund contribution.
- Gratuity.
- ESIC.

Employee Development Plans

- Individual Development.
- Plans for key employees.

Career Management

At Privi, career management is considered essential for fostering growth and ensuring business continuity. The company conducts regular appraisals to identify, reward, and encourage employees who excel in their roles. Training needs are identified and addressed and employee goals are aligned to promote continuous career development.



Freedom of Association and Collective Bargaining

Privi acknowledges that every employee has the right to form and join a union and to engage in pay negotiations on a collective basis. Employee representatives are assured of non-discrimination and are provided access to all workplaces to perform their duties. There is one registered labour Union operating in Privi and approximately 100% of the workforce (Operator Category) is covered under the provisions of collective bargaining. Employees can report concerns about any issue, including infringements of their rights to collective bargaining and freedom of association, to our HR helpdesk, either anonymously or confidentially. An internal assessment was conducted by Internal Audit team and no cases were found. This was also externally through a SMETA (Sedex Members Ethical Trade Audit) audit conducted by SGS India Pvt. Ltd.

Formal Contract with Trade Unions

Workers rights to refuse to work in unsafe conditions.

Mehcanism to raise safety concerns.

Methods to implement constant inspection at operating locations.



Remuneration and Allowance

Gender discrimination is strictly prohibited at all Privi locations. The basic salary and remuneration ratio for women to men in the management category is 1:1. Salaries and remuneration are determined based on qualifications, experience, and prevailing industry standards. The ratio of the annual total compensation of the highest-paid individual to the median annual total compensation of all employees is provided in the Annual Report (refer to page 62).

Moving Forward: Continuous Improvement

We are on a journey of continuous improvement. The constant monitoring of our policies and practices keeps them progressive and aligned with best practices. We actively solicit feedback from employees through surveys and focus groups to identify areas for improvement.

We maintain open communication with employees and their representatives. By company policy, a minimum of eight weeks’ notice is provided before the implementation of significant operational changes that could substantially affect them. Information is disseminated through official email communication to process heads and reporting managers, ensuring transparency and facilitating discussions.

Fair Labor Practices

Privi’s ongoing focus on cultivating an energetic work environment has successfully fostered a culture of dignified work and pleasant living, driven by its best-in-class HR practices. The Company’s work environment promotes equality and equity for both permanent and contract employees, ensuring fair treatment regardless of race, caste, creed, religion, gender identity, disability, citizenship or origin. All Privi employees are legally required to uphold the Company's ethical standards and commitments to good governance, including compliance with regulations related to gender equality, the prevention of child labor, and the protection of human rights. Privi adheres to all national and international human rights standards and proudly upholds its legacy as a responsible organization.





Learning and Development

During FY 2024-25, a total of 8934.54 hours of training was provided to all employees including both permanent and non-permanent staff. The continuous learning initiatives are developed in consultation with premier institutions to offer customized training programs tailored to individual development goals and organizational growth. goals and growth.

11

Average training hours per employee (Total)

11

Average training hours per employee (Male)

15

Average training hours per employee (Female)

Privi's primary focus is on enhancing leadership, managerial, and behavioural capabilities across senior, middle, and junior management levels. This includes synchronous learning through classroom sessions and nominations for external development programmes, as well as self-paced e-learning opportunities.

LMS (Learning Management System)

LMS, a technology platform that integrates Learning and Development with various HR processes, has ushered in a new way of learning at Privi. It has made learning opportunities that are aligned with the learning framework and Individual Development Plans readily accessible to employees. The LMS enables learners to access learning information, data and resources seamless throughout the day via mobile devices.

Employee Engagement and Communication

At Privi, we foster a culture of open communication at all levels of the organization. Regular employee engagement plays a vital role in our growth and alignment. Quarterly town halls facilitate direct interaction between senior management and employees, providing a platform to reinforce our mission, vision, values, and strategic goals while also addressing feedback and concerns.



21.10 Lakhs

expenditure incurred on training

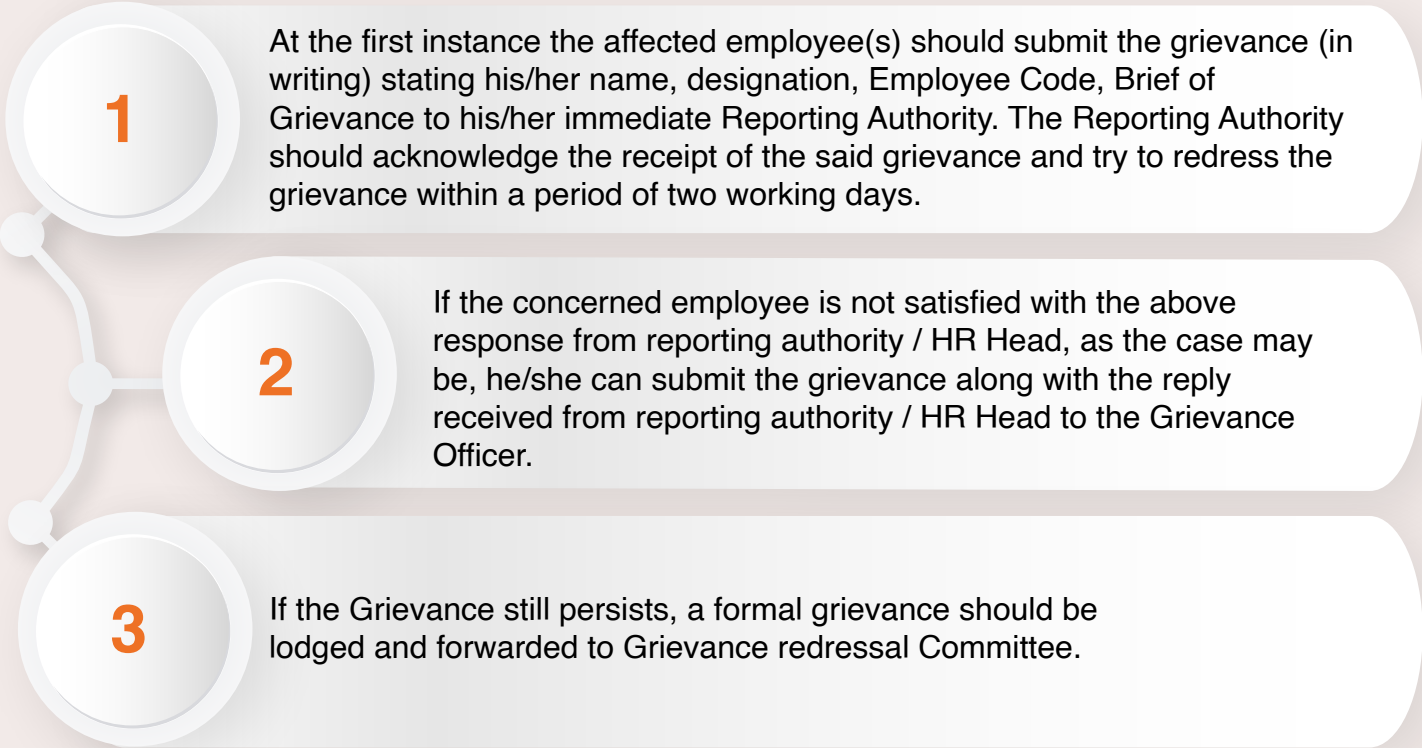
8934.54

hours invested in training and development





Grievance Redressal for Employees



The Whistle Blower Policy enables employees to report any irregularities or serious misconduct affecting the business or the Company's reputation, including violations of the Code of Conduct, without fear of

discrimination or retaliation. The policy provides a vigilant mechanism for employees and directors to raise concerns about unethical practices, improper conduct or financial irregularities.

Diversity, Equity and Inclusion (DE&I)

Diversity, equity and inclusion (DE&I) are vital to Privi's business. We strive to build a culture of success that respects diversity, pursues equity and fosters inclusion. We do not discriminate based on race, gender, caste, religion or special abilities and onboard individuals purely on merit. When our colleagues feel they can be their authentic selves at work, they tend to be happier, more engaged and more productive, cultivating a shared ambition of being a force for good. Embracing differences and celebrating diverse viewpoints help our workforce reach its full potential.

Diverse teams create a sense of belonging and generate ideas that lead to shared value. We actively advocate for inclusion across our business and encourage all employees to be open-minded. Our ability to attract, develop and retain a diverse range of talented individuals is critical to maintaining our competitiveness and driving sustainable growth.





Safety & Health

One of the core visions of our Company is to make our organisation an incident and injury free enterprise. We go beyond adherence to all legal and statutory requirements applicable to our operations, for attaining track record of the highest order.

Maintaining safety is a prerequisite in the chemical industry. At Privi, we have a longstanding culture and ethos rooted in adhering to the highest standards of Environment, Health & Safety (EHS). We believe that to deliver outstanding business performance, goes hand in hand with delivering outstanding EHS performance.

Emergency Preparedness and Response

The company has a Disaster Management Plan (DMP), which is formalized for emergency situation. It outlines our approach to responding to actual or potential injuries to people, spills and releases into the environment, damage to our assets and impacts on the company’s reputation – in that order of priority.

Four Phases of DMPs



The plants are equipped with firefighting facilities and fire protection systems, which are maintained and inspected regularly. Privi works closely with National Disaster Response Force (NDRF) for emergency responses and disaster management. Before introducing any new process or installing equipment, Privi conducts a Hazard and Operability (HAZOP) study to identify potential hazards and implement necessary mitigation measures.

To continue to improve our emergency preparedness and response, we conduct regular exercises, drills and trainings for employees, contractors, mutual aid partners, emergency response organizations and other key stakeholders. These emergency preparedness and response exercises help define and clarify roles, responsibilities and available resources. These exercises range from workshops for drafting emergency response plans to full scale simulations, during which we activate our emergency response organization.

- 100%** of contractual workforce received health and safety training
- 100%** Manufacturing plants are fully equipped with occupational health centres
- 100%** Our Manufacturing plants are OHSAS ISO 45001:2018 certified





Hazard Identification, Risk Assessment and Incident Investigation

Through our Risk Management Programme, we proactively assess risks, identify work-related hazards, and implement effective mitigation measures and safety initiatives.

Guided by our Environment, Health and Safety (EHS) Policy, employees are encouraged to promptly report any hazards and are empowered to remove themselves from situations they believe may pose a risk to their health or safety.

To further strengthen our safety culture, we have established employee recognition schemes that promote proactive behaviour and encourage individuals to take responsibility for their own safety as well as that of their colleagues.

In addition, a Behaviour-Based Safety (BBS) is practiced in our organization where the focus is to correct unsafe behaviour. An online portal has been developed to enable workers to formally or work-related hazards, both leading and lagging indicators, and other safety concerns. Reported issues are addressed through immediate corrective actions. All internal and external incidents logged in the system are thoroughly investigated, analysed, and reviewed to derive key learnings and implement preventive measures across operations.



Training and Awareness

During FY 2024–25, the EHS team delivered over 4,183.8 man-hours of training on various Health, Safety, and Environment (HSE) topics to enhance workforce awareness and preparedness.

To ensure ongoing employee engagement, safety committees were established at the facility level, providing structured forums for consultation. These committees actively involve employees in risk assessments and change management processes related to health and safety.

Safety Performance	FY 2024-25	FY 2023-24	FY 2022-23
Number of Lost Time Injuries (LTI)	0	3	12
Lost Time Injury Frequency Rate (LTIFR)	0	0	0
Lost Time Injury Severity Rate (LTISR)	0	0.0003	0.002
Number of Fatalities	0	0	0
Actual Total Man-Hours Worked During the Reporting Period	25,66,364	1870870	1978043

Note: -The above details pertain to permanent employees. The data collected for injuries, cases of occupational diseases, lost man-days, and missed (absentee) days is not gender specific. A rational breakdown by injury type is not included, as the low number of LTAs makes the trends statistically insignificant.



Occupational Health and Safety (OHS)

Occupational Health and Safety (OHS) is a core priority at Privi, encompassing all aspects of health and safety across operational workplaces, with a strong emphasis on accident prevention. The Company’s commitment to safety extends not only to its employees but also to its clients and the communities in which it operates.

In compliance with the Factories Act, 1948, Privi conducts biannual medical examinations for all workers and contract labourers. Additionally, the Company ensures access to essential healthcare services to support the well-being of its workforce.

- The following OHS-related actions are also undertaken by Privi,
- 1. First-aid kit is maintained at all manufacturing units.
 - 2. 20% of the employees receive first-aid training refresher courses.
 - 3. Occupational Health Centres (OHC) are maintained at all operating locations and are accessible to all employees and workers.

Zero

We are pro-actively taking steps to achieve zero Cases of work related injuries / ill health. Zero loss Time injury cases was achieved during the FY 2024-25.

Security Personnel Training

All outsourced security personnel, engaged through third-party Security Vendor Partners, undergo formal training prior to their deployment or induction. This training, conducted by the vendor, emphasizes key areas such as human rights awareness, gender sensitivity, and the Right of Private Defence (ROPD).

Security vendors are also responsible for ensuring that deployed guards strictly adhere to Privi’s Code of Conduct and other relevant company policies. Additionally, all outsourced security personnel undergo thorough background verification to screen for any history of criminal or petty offences. These verifications are certified by the Security Vendor Partner and are cross-verified by us during induction to ensure a clean record and compliance with our standards.





Impacting Communities

The company prioritizes a harmonious community coexistence through investments in critical domains including Rural Development, water and sanitation initiatives, Child Welfare & Education, and other initiatives to bolster social development. The main objective is to enhance the well-being of residents in the areas where it operates.

Prior to implementing its CSR initiatives, Privi carries out a needs assessment survey to make sure that the projects it undertakes are relevant to the community at large.

Privi also engages with local communities throughout the project to gather feedback and make necessary adjustments as needed. To ensure the successful execution of these initiatives, the HR/Admin department and officials regularly oversee the projects. The CSR Committee of the Board consistently evaluates the progress of these projects to ensure their success and continued positive impact on the community.



Amount spent on CSR activities



To learn more about Company’s community endeavors, please visit the link provided below.

<https://www.privi.com/Downloads/Annual-Reports/Annual-Report-2024-25.pdf>



Governance

- Board Composition & Committees
- Ethics & Integrity
- Data Security & Cybersecurity





Board Composition & Committees

Strong corporate governance practices are imperative for business continuity and prosperity. It offers a comprehensive, interdisciplinary approach to be applied in Privi’s day-to-day dealings and conduct. The Company maintains best-in-class governance systems, which are supported by its Code of Conduct, fundamental values, and principles.

Board Structure and Composition

The Board of Directors (BoD) is the highest authoritative body at Privi, appointed by shareholders to oversee the Company’s operations. The Board is responsible for overseeing the Company’s strategic direction, appointment of executives, and ensuring compliance with relevant mandates. Moreover, the Board aim is to generate and retain long-term value for the Company and its stakeholders. To keep conflicts and other issues in check, the Board has constituted a Code of Conduct for Board Members and Senior Management Personnel. The Code outlines clear principles, guidelines, and expected behaviours for all individuals within the organization, helping maintain a respectful and compliant workplace.

Board Structure

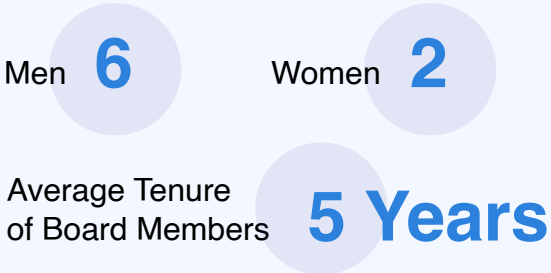
As on March 31, 2025,



Throughout the year, the Board met six times. Further details about the Board of Directors can be found on pages 69-70 of our 2024-25 Annual Report.

Board Demographic Highlights

Gender Diversity:



Board Committees

The Board has established several committees to assist it in making decisions in the best interests of Privi. These committees play a vital role in upholding strong corporate governance. The Board of Privi has constituted six Boad Committees.

The committees and their respective responsibilities are detailed in the table below.

All members have an average of 45 years of experience in the industry peer group.

Audit Committee

Responsible for reviewing and advising management on financial statements, related party transactions, and the evaluation of internal financial controls. The committee also determines the scope of audits and undertakes other related responsibilities as required to ensure compliance with applicable laws and regulations.

Nomination and Remuneration Committee

Tasked with formulating criteria for the appointment of key managerial personnel and reviewing policies related to remuneration and incentives. These responsibilities are carried out in accordance with the Companies Act, Listing Regulations, or as directed by the Board from time to time

Corporate Social Responsibility Committee

Recommends, monitors, and oversees the implementation and performance of activities under the Sustainability and CSR Policy.

ESG Committee

Reviews Group policies, standards, guidelines, and action plans related to the sustainable development of the Company’s projects and operations, encompassing social, economic, and environmental responsibilities in the regions where we operate.

Risk Management Committee

To review and recommend the Risk Management Plan, including the identification of risks, their assessment, and corresponding mitigation strategies, for approval by the Board, along with the Audit Committee’s recommendation.

Stakeholders Relationship Committee

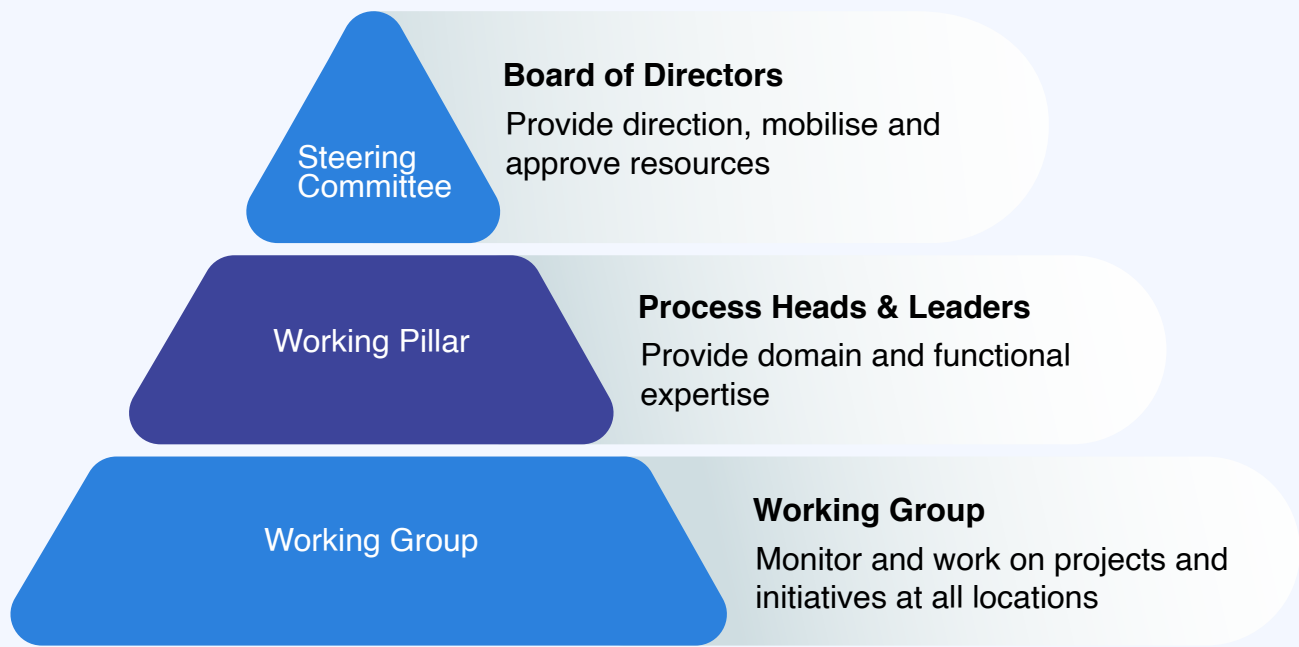
Examines and addresses the grievances of shareholders and investors, and approves the issuance of share certificates.



Sustainability Governance structure

Privi has instituted a Board-level ESG Committee to support the integration of sustainability principles into its operations, as pledged by the Company’s leadership. The ESG Committee comprises two Whole-time Directors, one Independent Director, and the President. The Chairman and Managing Director (CMD) leads the committee, holding primary responsibility for providing strategic oversight and guiding the implementation of key sustainability initiatives.

The ESG Committee conducts a biannual reassessment of sustainability initiatives and deliberates on stakeholder engagement and materiality topics across environmental, social, and governance (ESG) parameters, as driven by the Sustainability department.



Board Diversity

Our Nomination and Remuneration Committee (NRC) has formulated a Policy on Board Diversity in accordance with SEBI Regulations to guide the composition of the Board. The Policy is designed to enhance the Board’s effectiveness by broadening its perspective through a focus on diversity, equity and inclusion. It ensures that the Board possesses a balanced set of skills and comprises members from diverse backgrounds to support well-informed and inclusive decision-making.

We consider various diversity factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and tenure. The Policy expressly prohibits discrimination based on gender, ethnicity, nationality, and educational qualification. The NRC periodically reviews the Policy to assess its continued relevance and effectiveness.

Nomination and Remuneration of the Board

We have formulated the Nomination and Remuneration Policy in compliance with SEBI requirements. The Nomination and Remuneration Committee (NRC) serves as the exclusive administrative body responsible for decisions related to the appointment and remuneration of Board members.

Policies

Privi upholds its ESG values through a comprehensive framework of internal policies. Our commitment to ethical leadership, transparency, environmental stewardship, and social responsibility is reflected in key policies such as the Sustainability Policy, Environment, Health & Safety (EHS) Policy, Whistleblower Policy and Corporate Social Responsibility (CSR) Policy, among others.



Privi Policies	Aspect
EHS Policy	E, S, G
Water Stewardship Policy	E, S, G
Board Diversity Policy	G
Whistle Blower Policy	G
Anti-Discrimination and Equal Opportunity Policy	G
Grievance Redressal Policy	G
Nomination & Remuneration Policy	G
Policy on Determination of Materiality	E, S, G
Code of Conduct	G
CSR Policy	S
Policy on Material Subsidiary	G
Vigil Mechanism Policy	G
Risk Management Policy	G
Policy on Related Party Transactions	G
Dividend Distribution Policy	G
Integrated Management System Policy	E, S, G
Supplier code of conduct Policy	E, S, G
Cyber Security Policy	G



Ethics & Integrity

We are committed to upholding ethics and integrity as foundational principles in our corporate culture and operations. This commitment ensures that these values are consistently maintained across all levels, from senior management to employees.

Zero

Conflict of interests of Board of Zero Directors and Key Management Personnel breaches of Code of Conduct whistleblower complaints received.



Compliance and Anti-Corruption

For Privi, there is no other way to do business in a sustainable, compliant, safe and responsible manner. These principles are at the core of everything that we do. We operate with integrity and in strict adherence to all applicable laws.

The Code of Conduct outlines the binding rules and ethical guidelines for all employees and officers of Privi, including provisions for anti-corruption prevention. Our Code emphasizes our commitment to safety, health, environmental responsibility, legal compliance, and ethical behavior—each of which remains a top priority for the organization.

Every employee is required to make a personal commitment to abide by the Code of Conduct upon joining the company. To reinforce this, Privi conducts regular refresher trainings on the Code, which now also includes a dedicated section on Human Rights—raising awareness on critical topics such as child labor.

It is the duty and responsibility of all employees and third parties to take reasonable steps to ensure compliance with these principles. In accordance with the Code of Conduct and the Whistleblower Policy, any employee who became aware of – or suspects- plans to offer, promise or give a bribe or to request, agree to receive or accept a bribe in connection with the Company’s business, must report it to the Company immediately.

Investigation & Complaints.

We have established a comprehensive system for addressing stakeholder concerns. Initially, grievances are resolved at the corporate level. If issues persist, they are escalated to the Committee of Functional Directors and, if necessary, to the Board of Directors. The respective department proactively addresses complaints with a focus on safeguarding stakeholder interests. Emphasis is placed on timely completion and resolution of investigations. A summary of the investigated complaints handled during the financial year 2024–25 is provided below:

Particulars (Complaints)	Customer Complaints/ Queries/ grievances	Resolution	Balance
Investors	Nil	Nil	Nil
Shareholders	1	1	Nil
Employees & Workers	Nil	Nil	Nil
Customers	43	34	9
Value Chain Partners	Nil	Nil	Nil



Data Security and Cybersecurity

The Company is strongly committed to the protection of the information and data of its employees, customers, and partners in general. Cyberthreats are on the rise and constantly evolving, particularly fuelled by the advancement of artificial intelligence and the remote working scenario. Privi therefore continuously focuses on information security. Privi’s Code of Conduct and information security training are regularly required for all employees, providing rules and guidelines aimed at protecting sensitive and confidential customer and company information. The company also has a dedicated IT team for Data Protection and applies active accountability policies to ensure compliance.

All our operational sites including corporate office, hold ISO 27001:2022 certification, signifying our commitment to maintaining robust security standards. There were no information security/ data breaches or any other breaches during FY 2024-25. No customer and employees were affected by Company’s data and no penalties or fines were paid for this by the company. To mitigate risk, we have insurance coverage for information security breaches or other cybersecurity incidents.



Resilient Cybersecurity System

Tools	Audits	Awareness	Security
Advanced threat detection for endpoints	Internal audit	Mock cyber-attacks (phishing simulations)	Patch management for all endpoints and servers
Web filtering, network threat protection, and IDS/IPS	VAPT for all critical assets (annually)	Security awareness training (annually)	24/7 threat detection, response, and remediation for on-premises infrastructure
	ISO 27001 external audit	Induction training for new joiners (security responsibilities)	Intrusion detection and prevention system (IDS/IPS) at the network perimeter
	Annual risk assessment (ISO 27001 – mandatory to identify threats & vulnerabilities)		Email security gateway – for phishing protection and spam control



GRI content index

Privi Speciality Chemicals Limited has reported in accordance with the GRI Standards for the period 01.04.2024 – 31.03.2025.

Index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

Unless otherwise stated, the page numbers refer to the 2024-25 Sustainability Report on ESG performance.
AR = Annual Report 2024-25

(www.Privi.com › Investor relations › Reports › Annual Report PSCL › Annual Report 2024-25)

GRI Standard and Disclosure		Publication year	Disclosure location	UNGC Principles	SDG Goals
GRI 1: FOUNDATION		2021			
GRI 2: GENERAL DISCLOSURES		2021			
Disclosure 2 – 1	Organisational details		07, 08		
Disclosure 2 – 2	Entities included in the organisation's sustainability reporting		03		
Disclosure 2 – 3	Reporting period, frequency and contact point		03		
Disclosure 2 – 4	Restatements of information		03		
Disclosure 2 – 5	External assurance		63, 64		
Disclosure 2 – 6	Activities, value chain and other business relationships		11, 12		
Disclosure 2 – 7	Employees		43		
Disclosure 2 – 8	Workers who are not employees		43		
Disclosure 2 – 9	Governance structure and composition		53		
Disclosure 2 – 10	Nomination and selection of the highest governance body		54		
Disclosure 2 – 11	Chair of the highest governance body		53, 54		
Disclosure 2 – 12	Role of the highest governance body in overseeing the management of impacts		53		
Disclosure 2 – 13	Delegation of responsibility for managing impacts		53, 54		
Disclosure 2 – 14	Role of the highest governance body in sustainability reporting		54		
Disclosure 2 – 15	Conflicts of interest		55		
Disclosure 2 – 16	Communication of critical concerns		55		
Disclosure 2 – 17	Collective knowledge of the highest governance body		54		



GRI Standard and Disclosure		Publication year	Disclosure location	UNGC Principles	SDG Goals
Disclosure 2 – 18	Evaluation of the performance of the highest governance body		54		
Disclosure 2 – 19	Remuneration policies		54, AR Pg. 69		
Disclosure 2 – 20	Process to determine remuneration		54, AR Pg. 69		
Disclosure 2 – 21	Annual total compensation ratio		46	6	
Disclosure 2 – 22	Statement on sustainable development strategy		04,05		
Disclosure 2 – 23	Policy commitments		54, AR pg. 105	1	
Disclosure 2 – 24	Embedding policy commitments		54, AR pg. 105-107		
Disclosure 2 – 25	Processes to remediate negative impacts		48		
Disclosure 2 – 26	Mechanisms for seeking advice and raising concerns		48		
Disclosure 2 – 27	Compliance with laws and regulations		03, 45, 55	2	
Disclosure 2 – 28	Membership associations		14		
Disclosure 2 – 29	Approach to stakeholder engagement		23		
Disclosure 2 – 30	Collective bargaining agreements		45	3	
GRI 3: MATERIAL TOPICS		2021			
Disclosure 3 – 1	Process to determine material topics		21, 22		
Disclosure 3 – 2	Topic-specific disclosures		06, 21, 22		
Climate change		2021		7, 8, 9	12, 13, 15
GRI 3: Material Topics			22, 30		
GRI 3 – 3: Management of material topics			30		
GRI 302: Energy		2016			
Disclosure 302 – 1	Energy consumption within the organisation		32		
Disclosure 302 – 3	Energy intensity		32		
Disclosure 302 – 4	Reduction of energy consumption		32		
GRI 305: Emissions		2016			
Disclosure 305 – 1	Direct (Scope 1) GHG emissions		33, 34		
Disclosure 305 – 2	Energy indirect (Scope 2) GHG emissions		33, 34		
Disclosure 305 – 3	Other indirect (Scope 3) GHG emissions		34		
Disclosure 305 – 4	GHG emissions intensity		33		
Disclosure 305 – 5	Reduction of GHG emissions		34		
Disclosure 305 – 7	Nitrogen oxides (NOx), sulphur oxides (SO2), and other significant air emissions		34		



GRI Standard and Disclosure	Publication year	Disclosure location	UNGC Principles	SDG Goals
Biodiversity and ecosystems			7, 8, 9	6, 15
GRI 3: Material Topics	2021			
GRI 3 – 3: Management of material topics		41		
GRI 304: Biodiversity	2016			
Disclosure 304 – 1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		42, A pg. 132		
Disclosure 304 – 2 Significant impacts of activities, products, and services on biodiversity		42, AR pg. 132		
Water security			7, 8, 9	6, 12
GRI 3: Material Topics	2021			
GRI 3 – 3: Management of material topics		35		
GRI 303: Water and Effluents	2018			
Disclosure 303 – 1 Interactions with water as a shared resource		35,36		
Disclosure 303 – 2 Management of water discharge-related impacts		35,36		
Disclosure 303 – 3 Water withdrawal		35,36		
Disclosure 303 – 4 Water discharge		36		
Disclosure 303 – 5 Water consumption		35,36		
Waste management			7, 8, 9	6, 12, 15
GRI 3: Material Topics	2021			
GRI 3 – 3: Management of material topics		37		
GRI 301: Materials	2016			
Disclosure 301 – 1 Materials used by weight or volume		37,38		
GRI 306: Waste	2020			
Disclosure 306 – 1 Waste generation and significant waste-related impacts		37,38		
Disclosure 306 – 2 Management of significant waste-related impacts		38		
Disclosure 306 – 3 Waste generated		37		
Disclosure 306 – 4 Waste diverted from disposal		37,38		
Disclosure 306 – 5 Waste directed to disposal		37,38		
Human rights and labour conditions			1, 2, 3, 4, 5	2, 3, 5, 8, 17
GRI 3: Material Topics	2021			
GRI 3 – 3: Management of material topics		43		
GRI 402: Labor/Management Relations	2016			
Disclosure 402 – 1 Minimum notice periods regarding operational changes		46		



GRI Standard and Disclosure	Publication year	Disclosure location	UNGC Principles	SDG Goals
GRI 407: Freedom of Association and Collective Bargaining	2016			
Disclosure 407 – 1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		45,46		
GRI 408: Child Labor	2016			
Disclosure 408 – 1 Operations and suppliers at significant risk for incidents of child labor		46		
GRI 409: Forced or Compulsory Labor	2016			
Disclosure 409 – 1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		46		
GRI 413: Local Communities	2016			
Disclosure 413 – 1 Operations with local community engagement, impact assessments, and development programmes		51		
Workforce health, safety and wellbeing				3, 8
GRI 3: Material Topics	2021			
GRI 3 – 3: Management of material topics		49,50		
GRI 403: Occupational Health and Safety	2018			
Disclosure 403 – 1 Occupational health and safety management system		49		
Disclosure 403 – 2 Hazard identification, risk assessment, and incident investigation		50		
Disclosure 403 – 3 Occupational health services		50		
Disclosure 403 – 4 Worker participation, consultation, and communication on occupational health and safety		50		
Disclosure 403 – 5 Worker training on occupational health and safety		49,50		
Disclosure 403 – 6 Promotion of worker health		50		
Disclosure 403 – 7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		49,50		
Disclosure 403 – 9 Work-related injuries		50		
Disclosure 403–10 Work-related ill health		50		
Diversity, equity and inclusion			6	5, 8
GRI 3: Material Topics	2021			
GRI 3 – 3: Management of material topics		48		
GRI 202: Market Presence	2016			
Disclosure 202 – 1 Ratios of standard entry level wage by gender compared to local minimum wage				
GRI 401: Employment	2016			
Disclosure 401 – 1 New employee hires and employee turnover		43		
Disclosure 401 – 3 Parental leave		AR pg. 115		
GRI 404: Training and Education	2016			
Disclosure 404 – 2 Programs for upgrading employee skills and transition assistance programs		47		



GRI Standard and Disclosure	Publication year	Disclosure location	UNGC Principles	SDG Goals
Disclosure 404 – 3 Percentage of employees receiving regular performance and career development reviews		44		
GRI 405: Diversity and Equal Opportunity	2016			
Disclosure 405 – 1 Diversity of governance bodies and employees		53		
Disclosure 405 – 2 Ratio of basic salary and remuneration of women to men		46		
GRI 406: Non-discrimination	2016			
Disclosure 406 – 1 Incidents of discrimination and corrective actions taken		46, 48, 54		
Consumer health and wellbeing				2, 3, 9
GRI 3: Material Topics	2021			
GRI 3 – 3: Management of material topics				
Economic performance				8, 9, 13, 17
GRI 3: Material Topics	2021			
GRI 3 – 3: Management of material topics		13		
GRI 201: Economic performance	2016			
Disclosure 201 – 1 Direct economic value generated and distributed		13, AR pg.142-289		
Disclosure 201 – 2 Financial implications and other risks and opportunities due to climate change		26		
Disclosure 201 – 3 Defined benefit plan obligations and other retirement plans		13, AR pg.115		
GRI 204: Procurement practices	2016			
Disclosure 204 – 1 Proportion of spending on local suppliers		40		
GRI 207: Tax	2019			
Disclosure 207 – 1 Approach to tax		13, AR pg. 147-216		
Disclosure 207 – 2 Tax governance, control, and risk management		13, 53		
Governance and business conduct			1, 2, 3, 4, 5, 6, 10	8, 12, 17
GRI 3: Material Topics	2021			
GRI 3 – 3: Management of material topics		52		
GRI 205: Anti-corruption	2016	31, 55		
Disclosure 205 – 2 Communication and training about anti-corruption policies and procedures				
GRI 206: Anti-competitive behavior	2016			
Disclosure 206 – 1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		55		
Data privacy				9
GRI 3: Material Topics	2021			
GRI 3 – 3: Management of material topics		56		



GRI Standard and Disclosure	Publication year	Disclosure location	UNGC Principles	SDG Goals
GRI 418: Customer Privacy	2016	56		
Disclosure 418 – 1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		06, 56		
Product quality and safety				3, 9, 12
GRI 3: Material Topics	2021			
GRI 3 – 3: Management of material topics				
GRI 416: Customer Health and Safety	2016	AR pg.139-141		
Disclosure 416 – 1 Assessment of the health and safety impacts of product and service categories		AR pg.139-141		
Disclosure 416 – 2 Incidents of non-compliance concerning the health and safety impacts of products and services				
GRI 417: Marketing and Labeling	2016			
Disclosure 417 – 1 Requirements for product and service information and labeling		AR pg. 139-141		
Disclosure 417 – 2 Incidents of non-compliance concerning product and service information and labeling		AR pg. 94,95		
Ingredients and products			1, 2, 3, 4, 5,	2, 3, 5, 8,9,
			6, 7, 8, 9	12, 13
GRI 3: Material Topics	2021			
GRI 3 – 3: Management of material topics		39		
GRI 308: Supplier Environmental Assessment	2016	39,40		
Disclosure 308 – 1 New suppliers screened using environmental criteria		39		
Disclosure 308 – 2 Negative environmental impacts in the supply chain and actions taken		39,40		
GRI 414: Supplier Social Assessment	2016			
Disclosure 414 – 1 New suppliers that were screened using social criteria		39,40		
Disclosure 414 – 2 Negative social impacts in the supply chain and actions taken		40		

Independent Practitioner’s Assurance Report

To,
The Management of the Privi Speciality Chemicals Limited
Privi House,
Thane Belapur Road, Navi Mumbai, Mumbai City
Maharashtra 400709

Scope

We have been engaged by Privi Speciality Chemicals Limited (the “Company”) to perform a ‘limited assurance engagement’, as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on Company’s’ selected sustainability key performance indicators (as listed below in Table 1) (the “Subject Matter”) as of 31 March 2025 contained in Company’s Sustainability Report (the “Report”) for the period from 01st April 2024 to 31st March 2025.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information

Criteria applied by Privi Speciality Chemicals Limited

In preparing the Sustainability Report FY 2024-25, Privi Speciality Chemicals Limited applied the Global Reporting Initiative (GRI) Standard (Criteria).

Privi Speciality Chemicals Limited ’s responsibilities

Privi Speciality Chemicals Limited ’s management is responsible for selecting the Criteria, and for presenting the Sustainability Report for FY 2024-25 in accordance with that Criteria, in all material respects . This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY’s responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained. We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information (ISAE 3000 (Revised)), and the terms of reference for this engagement as agreed with Privi Speciality Chemicals Limited on 31st March 2025.

Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error. We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our independence and quality management

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance

Although we considered the effectiveness of management’s internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems

A limited assurance engagement consists of making enquiries, primarily of people responsible for preparing the Sustainability Report and related information and applying analytical and other appropriate procedures.

Our procedures included:

- Interviews with Company’s staff responsible for guidance on data reporting, managing the data systems, review and quality assurance activities, and presentation of the data as per GRI standards in the Report
- Interviews with sustainability and operational representatives to understand the quality assurance performed on data submitted by operational sites
- On-site and remote testing of data with data coordinators to
 - Understand the quality assurance performed and subsequent revisions to the data.
 - Walk-through data reported from the below-mentioned sites to test the process of consolidation.
 - Privi Speciality Chemicals Limited, Mahad, Maharashtra
 - Privi Speciality Chemicals Limited, Jhagadia, Gujarat
 - Corporate Office, Navi Mumbai, Maharashtra
 - Undertake analytical review procedures to support the reasonableness of the data and make inquiries of management to obtain explanations for any significant differences we identified.
 - Select a sample of data points from across the business and seek documentary evidence to support the accuracy of the data.
 - Checking that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria
 - Considering the presentation of the data and supporting narrative in Client’s Sustainability Report, to check that this is consistent with the findings from our procedures above

We also performed such other procedures as we considered necessary in the circumstances.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the Sustainability Report as of 31st March 2025 for the period from 01st April 2024 to 31st March 2025, in order for it to be in accordance with the Criteria.

For and on behalf of Ernst & Young Associates LLP

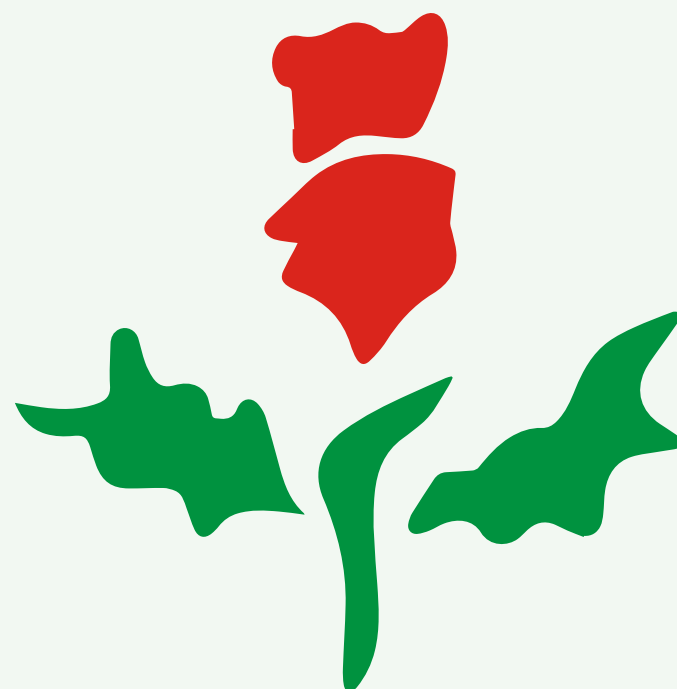


Chaitanya Kalia
Partner
25/07/2025
Mumbai, India

Table 1

GRI Disclosure Code	Disclosure Title
General Disclosure	
2-7	Employees
Materials	
301-1	Materials used by weight or volume
Energy	
302-1	Energy consumption within the organization
Water	
303-3	Water withdrawal
303-4	Water discharge
303-5	Water consumption
Emissions	
305-1	Direct (Scope 1) GHG emissions
305-2	Energy indirect (Scope 2) GHG emissions
305-3	Other indirect (Scope 3) GHG emissions - Category 1 – Purchased Goods and Services - Category 2 – Capital Goods - Category 3 – Fuel- and Energy-Related Activities - Category 4 – Upstream Transportation and Distribution - Category 5 – Waste Generated in Operations - Category 6 – Business Travel - Category 7 – Employee Commuting - Category 9 – Downstream Transportation and Distribution
305-4	GHG emissions intensity
305-5	Reduction of GHG emissions
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions
Waste	
306-3	Waste generated
306-4	Waste directed to disposal
306-5	Waste diverted from disposal

GRI Disclosure Code	Disclosure Title
Employment	
401-1	New Employee Hires and Employee Turnover
401-3	Parental Leave
Occupational Health and Safety	
403-4	Worker participation, consultation, and communication on occupational health and safety
403-5	Worker training on occupational health and safety
403-9	Work-related injuries
403-10	Work-related ill health
Training and Education	
404-1	Average Hours of Training Per Year Per Employee
Workforce diversity and equal remuneration	
405-1	Diversity of governance bodies and employees
405-2	Ratio of basic salary and remuneration of women to men



PRIVI SPECIALITY CHEMICALS LIMITED

CHAIRMAN'S OFFICE

Privi House, A-71, TTC, Thane Belapur Road,

Kopar khairne. Navi Mumbai – 400710

Tel No.: +91 22-68713200/33043500

www.privi.com