Transpek
Creative Chemistry

ANNUAL SUSTAINABILITY REPORT

FY 2025-26

"Building Value Through Chemistry, Innovation and Responsible Operations"



www.transpek.com

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INTRODUCTION

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About This Report

Organizational details (GRI 2-1)

We, Transpek Industry Limited (hereinafter referred to as “Transpek”, “the Company”, “we”, “our”, or “us”), present our Sustainability Report for the financial year 2025-26.

Established in 1965, Transpek is an Indian specialty chemical manufacturer and exporter with expertise in chlorine and sulphur chemistry. The Company serves customers across domestic and international markets through its diversified portfolio of specialty chemical intermediates and manufacturing capabilities.

At Transpek, sustainability is integrated into our approach to responsible manufacturing, operational excellence, environmental stewardship, occupational health and safety, and ethical business conduct.

These principles support our efforts to create long-term value for stakeholders while maintaining high standards of quality, safety, and compliance. The Company continues to strengthen its sustainability journey through internationally recognized management systems and industry initiatives. Our operations are certified under:

- ISO 9001:2015 Quality Management System
- ISO 14001:2015 Environmental Management System
- ISO 45001:2018 Occupational Health and Safety Management System
- ISO 50001:2018 Energy Management System
- ISO 27001:2022 Information Security Management System
- Responsible Care by Indian Chemical Council (ICC)
- Round Table on Sustainable Palm Oil (RSPO)
- Membership with UNGC
- Ecovadis “Gold”

The Company is also recognised as a Responsible Care Company and has received Responsible Care Certification. In addition, Transpek continues to participate in EcoVadis sustainability assessments as part of its commitment towards responsible business practices and sustainable development. Environmental protection, biodiversity conservation, energy conservation, responsible resource management, employee safety, and community development remain integral to our business philosophy. Through continuous improvement initiatives, we strive to enhance operational efficiency while minimizing our environmental footprint and maintaining high standards of safety and quality.
This report provides an overview of our sustainability approach, governance framework, performance, initiatives, and progress during FY 2025-26.

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

This Sustainability Report has been prepared to communicate Transpek Industry Limited's environmental, social, and governance (ESG) performance, management approaches, and sustainability initiatives for the reporting period. The disclosures presented in this report have been developed with reference to the Global Reporting Initiative (GRI) Standards and other relevant sustainability reporting practices, wherever applicable.

Greenhouse gas emissions disclosed in this report have been quantified and reported in alignment with the principles of the GHG Protocol Corporate Accounting and Reporting Standard.

The report aims to provide stakeholders with transparent, balanced, and meaningful information regarding the Company's sustainability performance, material sustainability topics, and progress towards its long-term sustainability objectives.

Through this approach, Transpek Industry seeks to strengthen transparency, accountability, and stakeholder confidence in its sustainability journey.

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

This report covers the sustainability performance and disclosures of Transpek Industry Limited for the reporting period from April 1, 2025 to March 31, 2026. The reporting boundary primarily includes the Company's manufacturing operations located at Ekalbara, Vadodara, Gujarat, India, and covers key environmental, social, governance, operational, and employee-related aspects associated with these operations. The report also provides information relating to the Company's wholly owned subsidiary, where relevant.

Manufacturing Facility
Ekalbara Manufacturing Facility - Padra, Vadodara, Gujarat, India

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

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

The Company publishes sustainability-related information periodically to provide stakeholders with insights into its sustainability performance, initiatives, and progress.

For any questions, comments, or feedback regarding this report, stakeholders may contact:

Transpek Industry Limited

Corporate Office: 4th Floor, Lilleria 1038, Gotri-Sevasi Road, Vadodara – 390021, Gujarat, India

Email: inquiry@transpek.com

Phone: +91-265-6700300

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

The report has been developed through a structured reporting process that considers the Company's material sustainability priorities, business context, stakeholder expectations, and evolving environmental, social, and governance considerations. Information presented in this report has been compiled through cross-functional engagement involving relevant operational and corporate functions and is supported by established internal data collection, review, and validation processes.

The report reflects sustainability matters that are significant to Transpek Industry and its stakeholders, taking into account business priorities, operational impacts, industry practices, and applicable regulatory requirements.

Through this approach, the Company seeks to provide a balanced and transparent representation of its sustainability performance, management practices, and progress towards long-term sustainability objectives.

Data Integrity

The Company maintains internal processes and controls for the collection, validation, and review of sustainability-related information disclosed in this report.

Information is compiled from relevant operational functions and reviewed to support the reliability and consistency of reported data.

External Assurance

The ESG information presented in this Sustainability Report of Transpek Industry Limited has been subjected to independent external assurance on a Limited Assurance basis by Growlity Pvt. Ltd., an independent third-party assurance provider.

The assurance engagement was conducted to enhance the credibility, transparency, and reliability of the sustainability disclosures and performance data presented in this report.

The assurance process involved a review of selected ESG information, supporting documentation, and reporting processes in accordance with the agreed assurance scope and methodology.

Forward-Looking Statements

This report may contain forward-looking statements regarding future plans, expectations, objectives, and sustainability initiatives.

Such statements are based on current assumptions and expectations and are subject to various risks and uncertainties.

Actual results may differ from those expressed or implied in these statements due to changes in business, economic, regulatory, technological, or market conditions.

Commitment to Transparency

Transparency, accountability, safety, environmental responsibility, and ethical business conduct remain central to Transpek's approach to sustainable growth.

Through this report, we seek to provide stakeholders with a clear and balanced view of our sustainability journey, performance, achievements, and future priorities.

We remain committed to continuous improvement, responsible manufacturing practices, and creating long-term value for all stakeholders while contributing positively to society and the environment.



Message from the Chairman

(GRI 2-22)



Dear Stakeholders,

It is my privilege to present Transpek Industry Limited's Sustainability Report for FY 2025-26. When Transpek began its journey more than six decades ago, the idea of a "sustainability report" did not exist. Yet the principles behind it were part of our foundations from the start: respect for people, care for the communities around us, responsible use of resources, and honesty in how we conduct business. What has changed is not our values but the scale of expectations, and the urgency with which the world now asks industry to act.

We are living through a period of profound change. Climate risks are becoming more visible, digital technologies and artificial intelligence are reshaping how companies operate, and investors, regulators and customers increasingly expect businesses to show their impact, not just describe it. In this environment, trust has become one of the most valuable assets a company can hold, and trust is earned through consistent action over time.

At Transpek, we see sustainability as our responsibility to the next generation. Our expertise in chlorine and sulphur chemistry carries a duty to manage it with the highest standards of safety and environmental care. As a Responsible Care certified organisation, holder of the EcoVadis Gold Medal and participant in the United Nations Global Compact Network India, we are committed to meeting these standards and to continually raising them.

Good governance stays at the heart of this commitment. The Board continues to strengthen oversight of environmental, social and governance matters, so that sustainability considerations inform our strategy, capital allocation and risk management. Our philosophy of "Explore. Develop. Deliver." guides us not only in innovation but also in how we create value that lasts.

I extend my sincere gratitude to our employees, whose dedication is the foundation of our success; to our customers and partners for their continued confidence; to our shareholders for their support; and to the communities who share our journey. Let us carry Transpek's legacy forward with the same integrity that built it.

Warm Regards,

Ashwin C. Shroff,

Chairman , Transpek Industry Limited

Message from the Managing Director

(GRI 2-22)

Dear Stakeholders,

I am pleased to present Transpek Industry Limited's Sustainability Report for FY 2025-26. At Transpek, operational excellence and responsible manufacturing have always been closely connected. Every aspect of our business, from research and process development to manufacturing, quality assurance, and customer engagement, is guided by our commitment to delivering reliable specialty chemical solutions while maintaining high standards of safety, quality, and environmental responsibility.

Operating in a dynamic global business environment requires organizations to remain agile, innovative, and resilient. At Transpek, we continue to strengthen our manufacturing capabilities through continuous process improvement, disciplined operational practices, and technical excellence. Our expertise in chlorine and sulphur chemistry, supported by robust process capabilities and an in-house Government-recognized R&D facility, enables us to develop innovative solutions that address the evolving requirements of customers across diverse industrial sectors.

Responsible manufacturing remains central to our operations. Guided by Responsible Care principles, we continue to integrate environmental stewardship, process safety, occupational health and safety, and resource efficiency into our day-to-day activities. Our certified management systems, including ISO 9001, ISO 14001, ISO 45001, ISO 50001, and ISO 27001, provide a strong foundation for continual improvement, operational discipline, and responsible business performance.

Our commitment to sustainability is further reflected through continued participation in globally recognized initiatives and independent assessments. Recognition through the EcoVadis Gold Medal and our participation in the United Nations Global Compact Network India reinforce our commitment to strengthening environmental, social, and governance practices while creating long-term value for our stakeholders.

Equally important is the dedication of our people. The knowledge, technical expertise, and collaborative spirit of our employees continue to drive operational excellence and innovation across the organization. Their unwavering commitment enables us to maintain high standards of quality, safety, and customer satisfaction while supporting our long-term growth ambitions.

Looking ahead, we will continue to focus on strengthening manufacturing excellence, advancing innovation, improving operational efficiency, and embedding sustainability across our business. By continuously enhancing our capabilities and fostering strong partnerships with customers, suppliers, and other stakeholders, we remain well positioned to support sustainable industrial development and create enduring value.

I extend my sincere appreciation to our employees, customers, shareholders, suppliers, business partners, and all our stakeholders for their continued trust and support. Together, we will continue to shape a stronger, more sustainable, and future-ready Transpek.

Warm Regards,

Bimal V. Mehta,

Managing Director, Transpek Industry Limited



About Transpek Industry Limited

(GRI 2-1 | GRI 2-6)

> Building Value Through Chemistry, Innovation and Responsible Operations



Who We Are

Established in 1965 and headquartered in Vadodara, Gujarat, Transpek Industry Limited is a specialty chemical manufacturer with a legacy spanning more than six decades.

The Company has built a strong presence in domestic and international markets as a trusted producer and exporter of specialty chemical intermediates, leveraging its expertise in chlorine and sulphur chemistry to serve a diverse range of industrial sectors.

Over the years, Transpek has developed extensive capabilities across key chemical processes, including chlorination, acid chlorination, alcohol chlorination, sulfonation, amidation, and Friedel-Crafts reactions, which form the foundation of its manufacturing operations and product portfolio.

These capabilities enable the Company to support a broad spectrum of industries, including pharmaceuticals, agrochemicals, polymers, dyes and pigments, flavours and fragrances, surfactants, and other specialty chemical applications.

The Company operates an integrated multipurpose and multiproduct manufacturing facility at Ekalbara near Vadodara, Gujarat, designed to provide operational flexibility while maintaining high standards of quality, safety, and environmental compliance.

Supported by in-house research and development capabilities, Transpek continuously focuses on process optimization, technology enhancement, product quality improvement, and customer-specific solutions to address evolving market requirements.

Through the integration of technical expertise, manufacturing excellence, innovation, and responsible operational practices, the Company strives to deliver reliable products and sustainable value to its customers worldwide.

As a responsible chemical manufacturer, Transpek recognizes the importance of balancing business growth with environmental stewardship, workplace safety, regulatory compliance, and stakeholder well-being.

The Company's approach is guided by a commitment to process safety, resource efficiency, environmental responsibility, product quality, ethical business conduct, and continuous improvement.

By embedding these principles into its operations and decision-making processes, Transpek remains focused on creating long-term value for customers, employees, communities, and shareholders while contributing to sustainable industrial development.

Company at a Glance

1965	Year of Establishment
60+ Years	Manufacturing & Chemical Industry Experience
Manufacturing Facility	Ekalbara, Vadodara, Gujarat, India
Core Expertise	Chlorine & Sulphur Chemistry
Key Chemical Processes	Chlorination | Acid Chlorination | Alcohol Chlorination | Sulfonation | Amidation | Friedel-Crafts Reactions
Industries Served	Pharmaceuticals | Agrochemicals | Polymers | Dyes & Pigments | Flavours & Fragrances | Surfactants
Manufacturing Capabilities	• Multipurpose & Multiproduct Manufacturing Facility • Contract Manufacturing & Job Work Services • In-house Research & Development Support



Mission

· Deliver quality products to satisfy and retain customers for life. Focus on high standards of corporate governance based on ethical values and principles. Meet new challenges and demands, with innovations and creativity for promoting growth. Commitment towards corporate social responsibility, environment, safety and human resource management.

Vision

We strive to become a leading company in speciality and performance chemicals.



History & legacy

Foundation & Diversification

1965–1978

Building the foundation and expanding into chemical manufacturing.

Technology & Manufacturing Leadership

1979–2004

Developing expertise in chlorine chemistry and strengthening manufacturing capabilities.

Global Expansion & Customer Partnerships

1986–2018

Expanding international presence and building long-term global relationships.

Sustainability & Future Readiness

2023–2025

Advancing responsible manufacturing, ESG practices, and operational excellence.

Business Model & Value Creation

(GRI 2-6 | GRI 2-22)

Key Enablers

Manufacturing infrastructure
- Integrated multipurpose and multiproduct manufacturing facility at Ekalbara, Gujarat

Technical expertise
- Expertise in chlorine and sulphur chemistry
- Specialized process capabilities and manufacturing know-how

Research & development
- In-house R&D capabilities
- Process improvement and product development support

People & operational excellence
- Focus on quality, safety, and continuous improvement
- Experienced technical and operational teams

Core Capabilities

- Chlorination
- Alcohol chlorination
- Acid chlorination
- Sulfonation
- Amidation
- Friedel-Crafts reactions

Products & Solutions

- Thionyl chloride
- Alkyl Chlorides
- Acid chlorides
- Specialty chemical intermediates

Industries Served

- Pharmaceuticals
- Agrochemicals
- Polymers
- Dyes & pigments
- Flavours & fragrances
- Surfactants

Value Created

Customers
- •Reliable specialty chemical intermediates
- Technical expertise and manufacturing capabilities

Employees
- •Professional growth opportunities
- Safe and responsible workplace practices

Communities
- Contribution to industrial and economic development

Environment
- Responsible manufacturing practices
- Environmental management initiatives

Long-Term Outcomes

- Operational excellence
- Responsible manufacturing
- Sustainable growth
- Long-term stakeholder value creation

Global Presence & Market Reach

(GRI 2-1 | GRI 2-6)



Market Presence

Serving customers across domestic and international markets

International Presence

More than three decades of presence in international markets

Business Reach

Manufacturer and exporter of specialty chemical intermediates

Corporate Headquarters

Vadodara, Gujarat, India

Manufacturing Facility

Ekalbara, Vadodara, Gujarat, India

Product Portfolio

(GRI 2-6)

Transpek Industry Limited specializes in the manufacture of specialty chemical intermediates based on chlorine and sulphur chemistry. Our diversified product portfolio supports a wide range of industrial applications across domestic and international markets.

Our Product Portfolio

Thionyl Chloride

A key product and important building block for numerous chemical synthesis processes.

Acid Chlorides

A broad range of aliphatic, aromatic, and specialty acid chlorides used as critical intermediates.

Alkyl Chlorides

Specialty alkyl chlorides produced through advanced chlorination processes.

Chlorine-Based Intermediates

Products developed through chlorination, acid chlorination, an d alcohol chlorination technologies.

Sulphur-Based Intermediates

Products derived from sulphur chemistry and related manufacturing capabilities.

Industries Served

Pharmaceuticals

Chemical intermediates for pharmaceutical manufacturing.

Agrochemicals

Crop protection and agricultural chemical applications.

Polymers

Polymer manufacturing processes.

Dyes & Pigments

Colorants and specialty pigment applications.

Flavours & Fragrances

Aroma and fragrance ingredient manufacturing.

Surfactants

Industrial and specialty surfactant applications

Specialty Chemical Applications

Diverse industrial chemical applications.

Sustainability Vision & Strategy

(GRI 2-22)

Transpek Industry Limited recognizes the importance of responsible manufacturing and sustainable business practices. The Company's sustainability approach focuses on integrating environmental responsibility, safety, quality, and operational excellence into its business activities.

Sustainability Approach



Responsible Manufacturing
- Focus on responsible chemical manufacturing practices
- Maintaining high standards of quality and operational performance
- Integrating safety and environmental considerations into operations

Environment & Resource Management
- Focus on environmental responsibility
- Promoting efficient use of resources
- Strengthening sustainable operational practices

Health & Safety
- Prioritizing occupational health and safety
- Promoting safe working practices
- Building awareness around responsible operations

Innovation & Continuous Improvement
- Leveraging technical expertise and manufacturing capabilities
- Improving processes through continuous improvement
- Supporting product and process development

Stakeholder Value
- Creating value through responsible business practices
- Maintaining relationships with customers and stakeholders

Our Sustainability Governance Approach

(GRI 2-22)

Transpek Industry Limited integrates sustainability into its operations through responsible manufacturing practices, environmental management, safety focus, quality systems, and continuous improvement.

The Company's sustainability approach supports responsible decision-making across its operations while maintaining focus on business performance, environmental responsibility, and stakeholder expectations.

Sustainability Governance Focus Areas

Responsible Operations
- Responsible manufacturing practices
- Focus on safety, quality, and operational excellence
- Continuous improvement across operations

Sustainability Commitments
- EcoVadis Gold Medal recognition
- Responsible Care Certification
- Participation in UN Global Compact Network India

Environmental Responsibility
- Environmental management practices
- Resource efficiency and responsible operations

Safety & Well-being
- Focus on employee health and safety
- Promoting safe workplace practices



Stakeholder Engagement

(GRI 2-29)

Transpek Industry Limited recognizes that meaningful stakeholder engagement is essential for understanding expectations, identifying material sustainability topics, and creating long-term value. The Company engages with its stakeholders through ongoing interactions and communication channels that support transparency, responsible business practices, and informed decision-making.

The insights gathered through stakeholder engagement contribute to the identification and prioritization of material topics that are relevant to both the business and its stakeholders

Stakeholder Engagement Process

Stakeholder Identification
Identification of internal and external stakeholders who are influenced by, or have an impact on, the Company's operations and sustainability performance.

1

Stakeholder Engagement
Engagement through formal and informal communication channels to understand stakeholder expectations, concerns, and priorities.

2

Assessment & Prioritization
Evaluation of stakeholder inputs alongside business priorities, operational impacts, industry developments, and sustainability considerations.

3

Material Topic Identification
Determination of key sustainability topics that are significant to the Company and its stakeholders.

4

Integration & Action
Incorporation of stakeholder insights into business practices, sustainability initiatives, and management approaches.

5

Stakeholder Group

Internal Stakeholders
- Employees
- Senior Management
- Board of Directors

External Stakeholders
- Customers
- Suppliers and Business Partners
- Shareholders and Investors
- Regulatory Authorities
- Industry Associations
- Local Communities

Stakeholder Group

Governance area	Engagement Channels	Key Topics of Interest
Employees	Meetings, training programmes, performance reviews, internal communications	Health & safety, employee well-being, capability development, workplace practices
Customers	Business meetings, technical discussions, customer feedback, audits	Product quality, reliability, innovation, regulatory compliance, responsible manufacturing
Suppliers & Business Partners	Supplier interactions, reviews, audits, business discussions	Quality standards, responsible sourcing, operational performance, compliance
Shareholders & Investors	Annual General Meeting, annual reports, investor communications	Business performance, governance, risk management, long-term growth
Regulatory Authorities	Regulatory submissions, inspections, compliance interactions	Regulatory compliance, environmental performance, occupational health & safety
Industry Associations	Industry forums, sustainability initiatives, Responsible Care programmes	Industry best practices, responsible manufacturing, sustainability developments
Local Communities	Community engagement initiatives and interactions	Community development, environmental responsibility, safety, local impact

Integrating Stakeholder Insights

Stakeholder feedback plays an important role in shaping Transpek's sustainability priorities and management approach. Insights obtained through stakeholder interactions are considered in the materiality assessment process and support continuous improvement across environmental, social, governance, operational, and business performance areas. The outcomes of stakeholder engagement help the Company strengthen responsible manufacturing practices, enhance operational excellence, support sustainability initiatives, and address topics that are most relevant to stakeholders and the long-term success of the business.

Materiality Assessment

(GRI 3-1 | GRI 3-2)

Stakeholder Engagement Process

Transpek Industry Limited recognizes that creating long-term value requires understanding the sustainability issues that are most significant to both the business and its stakeholders. The Company's materiality assessment provides a structured approach for identifying and prioritizing environmental, social, governance, and business-related topics that influence operational performance, stakeholder expectations, regulatory compliance, and long-term business resilience.

The assessment considers stakeholder perspectives alongside business priorities, operational impacts, industry developments, and regulatory requirements to identify issues that are most relevant to the Company's sustainable growth. The outcomes of the assessment support strategic decision-making and guide sustainability initiatives across the organization.

1

Define Assessment Scope

- Define the assessment scope, reporting boundary, and evaluation methodology.
- Align the assessment with the Company's business context and reporting framework.

2

Identify Sustainability Topics

- Identify relevant environmental, social, and governance topics.
- Consider stakeholder inputs, business priorities, regulatory developments, industry trends, and enterprise risks.

3

Assessment & Prioritization

- Assess topics based on stakeholder relevance and business significance.
- Prioritize material topics according to their relative importance.

4

Management Validation

- Validate the prioritized topics through management review.
- Confirm alignment with strategic priorities and sustainability objectives.

5

Materiality Matrix

- Map the validated material topics based on:
- Importance to Stakeholders
- Impact on Business Performance / Financial Value

6

Strategy Integration

- Integrate material topics into governance, sustainability management, risk management, and reporting.
- Periodically review the assessment to reflect evolving business and stakeholder priorities.

Material Topics Identified



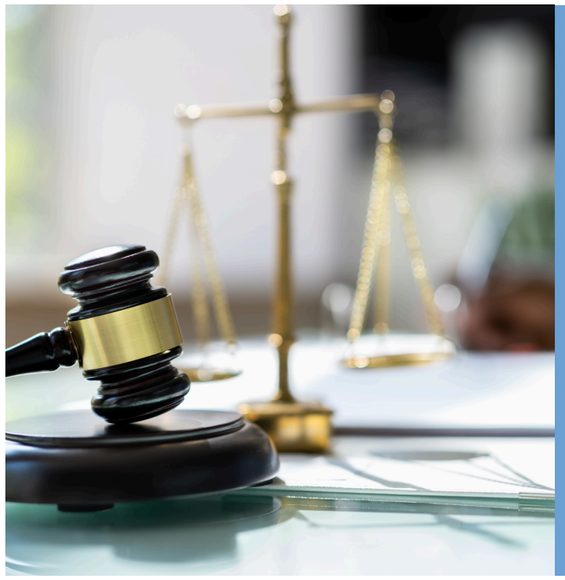
Environmental

- Environment Protection and Response to Legal Requirements
- Energy Conservation and Renewable Energy
- Water Conservation
- Waste Reduction
- Biodiversity Sustenance and Improvement



Social

- Occupational Health and Safety
- Talent Management & Development
- Employee Wellbeing
- Transparent & Open Communication at Workplace
- Empathetic Leadership
- Community Engagement and CSR
- Community Development
- Respect to Human Rights

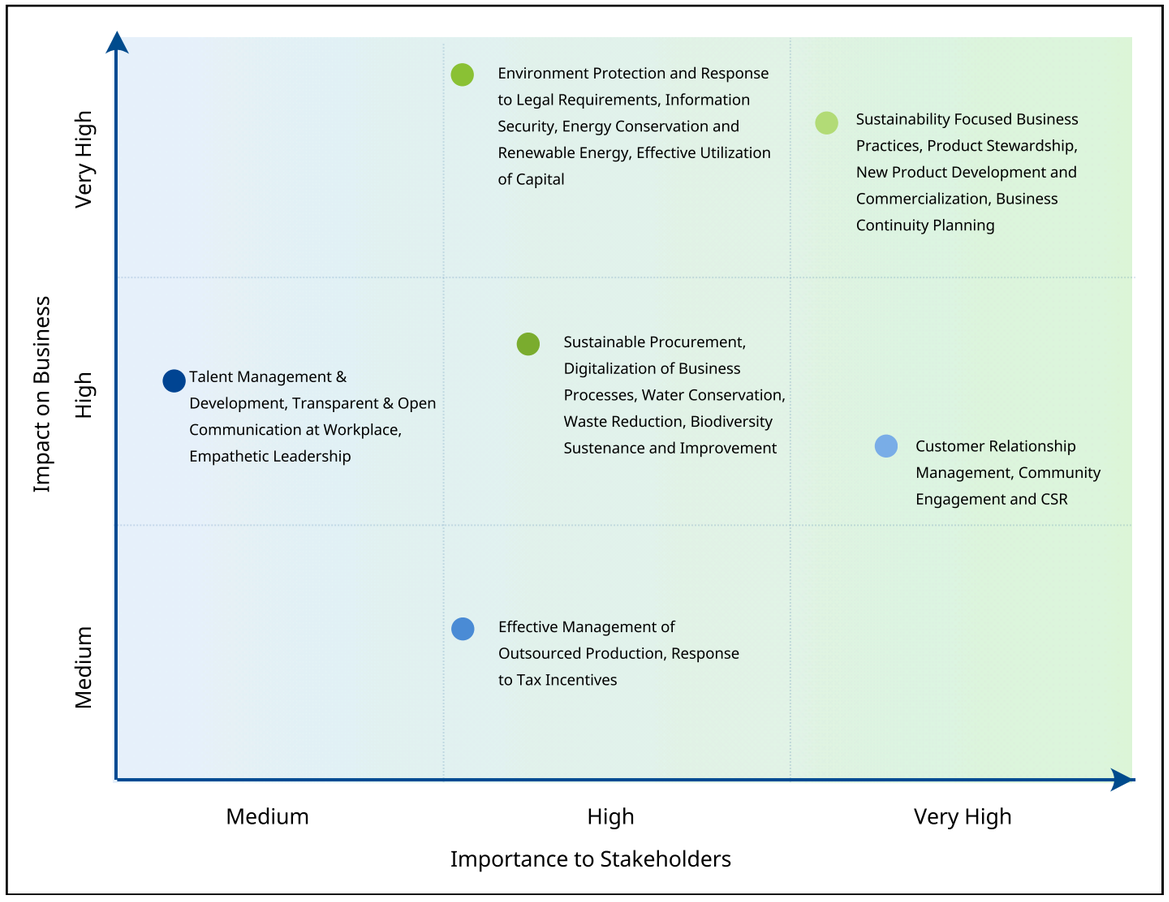


Governance & Business

- Governance & Compliance
- Sustainability Focused Business Practices
- Product Stewardship
- Sustainable Procurement
- Business Continuity Planning
- Digitalization of Business Processes
- New Product Development and Commercialization
- Information Security
- Effective Management of Outsourced Production
- Effective Utilization of Capital
- Response to Tax Incentives

Materiality Matrix

The materiality matrix illustrates the prioritization of sustainability topics based on their significance to stakeholders and their impact on Transpek Industry Limited's business. The assessment highlights environmental, social, governance, and business issues that are considered most relevant to the Company's strategy, operational excellence, and long-term value creation.



- Sustainability Focused Business Practices, Product Stewardship, New Product Development and Commercialization, Business Continuity Planning
- Environment Protection and Response to Legal Requirements, Information Security, Energy Conservation and Renewable Energy, Effective Utilization of Capital
- Sustainable Procurement, Digitalization of Business Processes, Water Conservation, Waste Reduction, Biodiversity Sustenance and Improvement
- Customer Relationship Management, Community Engagement and CSR
- Effective Management of Outsourced Production, Response to Tax Incentives
- Talent Management & Development, Transparent & Open Communication at Workplace, Empathetic Leadership

Issues of Fundamental Importance for Transpek

The materiality assessment identifies the following issues as being of fundamental importance to the Company's sustainable growth and long-term value creation:



Management of Material Topics

	Material Topic	Management Approach
	Governance & Compliance	Promoting ethical business conduct, regulatory compliance, corporate governance, and responsible decision-making.
	Respect to Human Rights	Supporting equal opportunity, fair employment practices, non-discrimination, employee rights, and an inclusive workplace.
	Occupational Health and Safety	Strengthening workplace safety through Responsible Care, process safety management, employee health initiatives, and continuous safety improvements.
	Employee Wellbeing	Supporting employee wellness, learning, engagement, safe working conditions, and professional development.
	Community Development	Creating positive social impact through Corporate Social Responsibility initiatives and community engagement programmes.
	Sustainability Focused Business Practices	Integrating sustainability considerations into business operations, manufacturing practices, and long-term strategy.
	Product Stewardship	Promoting responsible product lifecycle management, product safety, quality, and regulatory compliance.
	New Product Development and Commercialization	Supporting innovation through research, development, and commercialization of specialty chemical products aligned with customer and market requirements.

	Material Topic	Management Approach
	Business Continuity Planning	Strengthening operational resilience through business continuity planning and risk management practices.
	Community Engagement and CSR	Building constructive relationships with local communities through stakeholder engagement and CSR initiatives.
	Sustainable Procurement	Encouraging responsible sourcing and supplier engagement to support sustainable supply chain practices.
	Digitalization of Business Processes	Enhancing operational efficiency through digital systems, process improvements, and information management.
	Water Conservation	Promoting efficient water use, conservation measures, and responsible water management across manufacturing operations.
	Waste Reduction	Minimizing waste generation through reduction, recovery, recycling, treatment, and responsible disposal practices.
	Biodiversity Sustenance and Improvement	Supporting environmental stewardship through responsible operational practices and environmental protection initiatives.
	Environment Protection and Response to Legal Requirements	Managing environmental impacts while ensuring compliance with applicable environmental laws and regulations.
	Information Security	Protecting business information through established information security practices and governance mechanisms.
	Energy Conservation and Renewable Energy	Improving energy efficiency and evaluating opportunities to increase the use of renewable energy wherever feasible.
	Effective Utilization of Capital	Supporting sustainable growth through responsible investment and efficient utilization of financial resources.
	Effective Management of Outsourced Production	Managing outsourced manufacturing activities through operational oversight, quality standards, and responsible business practices.
	Response to Tax Incentives	Monitoring applicable tax incentives and ensuring compliance with relevant regulatory requirements.
	Talent Management & Development	Supporting employee capability through structured learning, career development, leadership development, and performance management.
	Transparent & Open Communication at Workplace	Encouraging open communication, employee engagement, grievance mechanisms, and ethical workplace practices.
	Empathetic Leadership	Promoting a workplace culture based on collaboration, mutual respect, accountability, and employee support.

Materiality Statement

The materiality assessment serves as an important foundation for Transpek Industry Limited's sustainability strategy by identifying the environmental, social, governance, and business topics that are most relevant to the Company and its stakeholders. The identified material topics guide management priorities, support responsible decision-making, strengthen operational resilience, and contribute to the Company's commitment to responsible manufacturing, sustainable growth, and long-term value creation.



ESG Framework & Commitments

(GRI 2-22 | GRI 2-23)

Transpek Industry Limited integrates environmental, social, and governance considerations into its business practices to support responsible manufacturing, operational excellence, and long-term value creation. The Company's ESG approach is guided by its commitment to safety, environmental stewardship, ethical conduct, quality excellence, and stakeholder responsibility.











ESG Framework

Environmental	Social	Governance
Energy Management	Occupational Health & Safety	Business Ethics & Integrity
Water Management	Employee Development	Corporate Governance
Waste Management	Employee Well-being	Regulatory Compliance
Emissions Management	Community Engagement	Risk Management
Environmental Compliance	Responsible Workplace Practices	Stakeholder Engagement

ESG Commitments

- Responsible Care Certification
- EcoVadis Sustainability Assessment
- ISO 9001:2015 Quality Management System
- ISO 14001:2015 Environmental Management System
- ISO 45001:2018 Occupational Health & Safety Management System
- ISO 50001:2018 Energy Management System
- ISO 27001:2022 Information Security Management System
- Round Table on Sustainable Palm Oil (RSPO)

Through this framework, Transpek seeks to strengthen responsible manufacturing practices, support sustainable operations, and create sustainable value for stakeholders.



SDG Alignment

Transpek Industry Limited integrates sustainability into its business strategy through responsible manufacturing, environmental stewardship, employee well-being, ethical governance, and community development. Guided by its Responsible Care commitment, Environmental, Health & Safety (EHS) framework, and Corporate Social Responsibility (CSR) initiatives, the Company contributes to the United Nations Sustainable Development Goals (UN SDGs) through its core business operations and sustainability initiatives.

	UN SDG	Transpek's Sustainability Focus	Related Report Sections
	SDG 3 Good Health & Well-being	Occupational health and safety, employee well-being, process safety and workplace health initiatives	Occupational Health & Safety, Employee Well-being
	SDG 4 Quality Education	Learning, capability building, technical training and skill development	Learning & Development, Human Capital Development, Health, Education & Skill Development
	SDG 5 Gender Equality	Equal opportunity, diversity, inclusion and non-discrimination	Diversity, Equity & Inclusion
	SDG 6 Clean Water & Sanitation	Water conservation, efficient water use, wastewater management and water stewardship	Water Stewardship
	SDG 7 Affordable & Clean Energy	Energy efficiency and responsible energy management	Energy Management
	SDG 8 Decent Work & Economic Growth	Employee development, ethical workplace, fair employment practices and responsible business conduct	Human Capital Development, Human Rights & Ethical Workplace, Employee Engagement
	SDG 9 Industry, Innovation & Infrastructure	Responsible manufacturing, process safety, research and operational excellence	Sustainable Operations, Product Stewardship
	SDG 10 Reduced Inequalities	Equal employment opportunity, inclusive workplace and respect for human rights	Diversity, Equity & Inclusion, Human Rights & Ethical Workplace
	SDG 11 Sustainable Cities & Communities	Community investment and social development initiatives	Community Development Initiatives, CSR Governance & Implementation
	SDG 12 Responsible Consumption & Production	Resource efficiency, waste management, pollution prevention and Responsible Care	Waste Management, Air Emissions & Pollution Control, Environmental Compliance
	SDG 13 Climate Action	Greenhouse gas management, climate-related initiatives and energy performance	Climate Change & GHG Management
	SDG 15 Life on Land	Environmental protection, pollution prevention and responsible environmental management	Environmental Compliance
	SDG 16 Peace, Justice & Strong Institutions	Corporate governance, ethics, compliance, transparency and whistleblower mechanism	Corporate Governance & Ethics, Anti-Corruption & Compliance
	SDG 17 Partnerships for the Goals	Stakeholder engagement, responsible supply chain and collaborative partnerships	Stakeholder Engagement, Supply Chain Management



Awards, Certifications & Recognitions

Certifications & Commitments

ISO 9001:2015

ISO 14001:2015

ISO 45001:2018

ISO 50001:2018

ISO 27001:2022

Responsible Care Certification

Round Table on Sustainable Palm Oil (RSPO)

Great Place to Work (GPTW)

Recognitions

EcoVadis Gold Medal

Government-recognized R&D Facility



Awards, Certifications & Recognitions

FICCI Award for Leader in Water Management & Sustainability Leader of the Year 2025





Transpek Industry Limited received certificate of Merit award in 2025 (NATIONAL ENERGY CONSERVATION AWARD - Chemical Sector) from the Ministry of Power.



1st Edition of CII – Southern Region Industrial Climate Action Competition "Certificate of Participation" award held in January 2026.

Award for Outstanding Contribution to CSR Awarded by Western India Exim Club (Year 2025)



Award for Best Practices in CSR Awarded by Parul University, Vadodara.-Year 2025



Award for Outstanding Contribution to CSR Awarded by Gujarat Employer's Organization (GEO) (Year 2026)



Award for Best CSR Award for Excellence - Awarded by Sakshamthad Foundation at Parul University (Year 2026)



02

ENVIRONMENTAL STEWARDSHIP

- Environmental Management Approach
- Energy Management
- Climate Change & GHG Managemement
- Waste Stewardship
- Wastewater Treatment & Bio Filter Plant
- Waste Management & Circularity
- Air Emissions & Pollution Control
- Biodiversity & Greenbelt Development
- Environmental Compliance





Environmental Management Approach

(GRI 3-3)

Transpek Industry Limited integrates environmental responsibility into its manufacturing operations through responsible business practices, operational excellence, and continuous improvement.

As part of the Excel Group, the Company follows a sustainability philosophy founded on ethical standards, environmental protection, and societal responsibility.

Environmental management at Transpek is supported by internationally recognized management systems, Responsible Care principles, process safety practices, and ongoing initiatives to improve operational efficiency while ensuring compliance with applicable environmental requirements.



Materiality Statement

Environmental Commitment

- Sustainability guided by the philosophy of the Excel Group
- Commitment to responsible manufacturing and environmental protection
- Responsible Care as the foundation of sustainability, CSR, and EHS initiatives
- Focus on continual improvement in environmental performance

Environmental Management Systems

- ISO 14001:2015 certified Environmental Management System
- ISO 50001:2018 certified Energy Management System
- Environmental monitoring and operational controls
- Periodic internal reviews and performance monitoring

Responsible Operations

- Process Safety Management (PSM) integrated into manufacturing operations
- Operational controls supporting safe handling of chemical processes
- ·Focus on efficient utilization of resources across operations
- ·Continuous process improvement to enhance operational efficiency

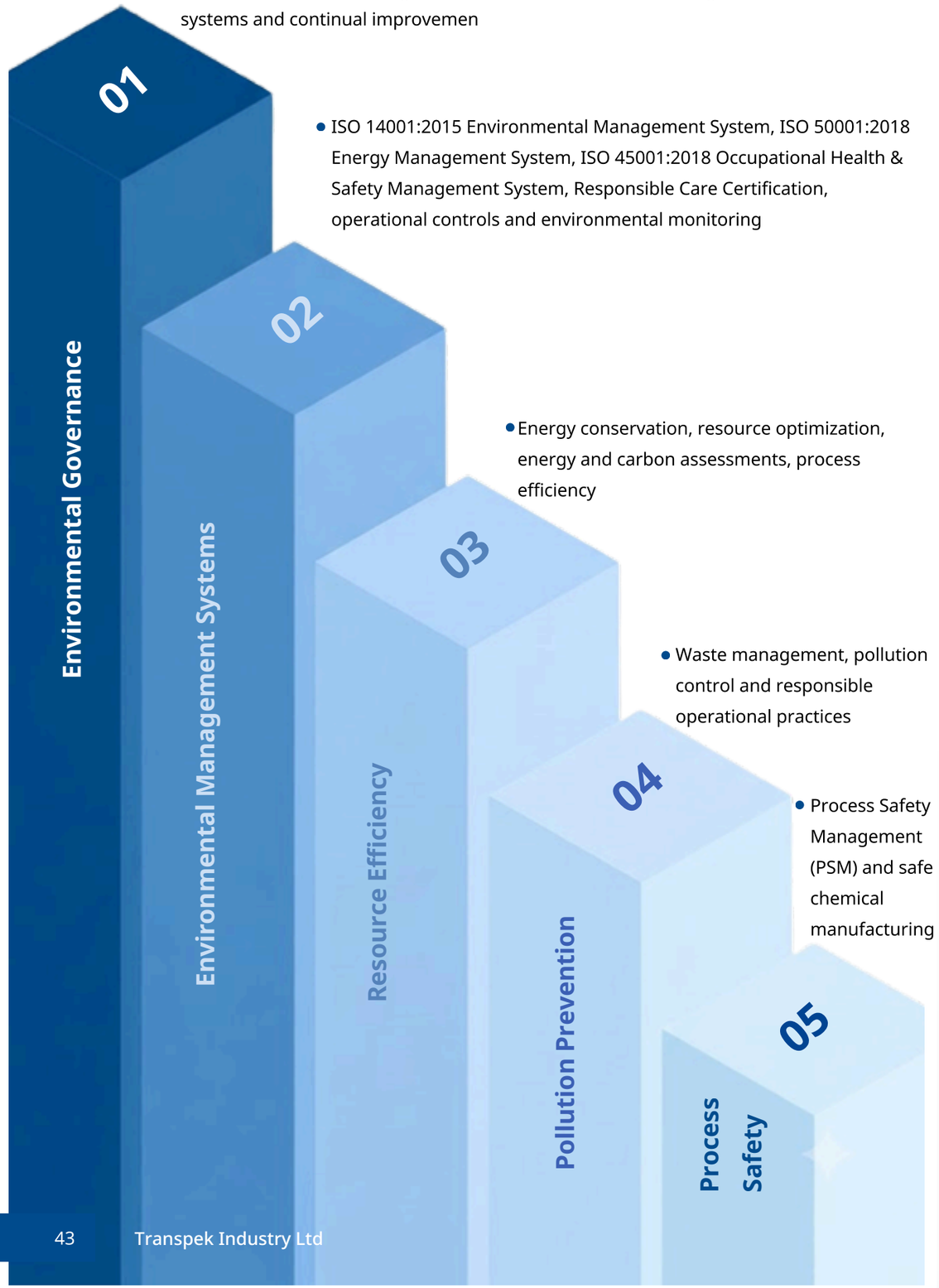
Pollution Prevention & Resource Efficiency

- Energy conservation initiatives
- Energy and carbon assessments to identify improvement opportunities
- Responsible water management practices
- Waste management and pollution control measures
- Adoption of energy-efficient technologies and equipment upgrades where applicable

Compliance & Assurance

- Compliance with applicable environmental regulations
- Responsible Care Certification
- Periodic audits and management reviews
- Environmental performance monitoring and continual improvement

Environmental Management Pillars



Environmental Priorities

- Responsible Manufacturing
- Environmental Protection
- Process Safety
- Energy Efficiency
- Climate Change Management
- Water Stewardship
- Waste Management
- Pollution Prevention
- Resource Efficiency
- Environmental Compliance
- Continuous Improvement

Transpek Industry Limited continues to strengthen its environmental management approach by integrating responsible manufacturing, process safety, environmental stewardship, and operational excellence across its operations.

Through internationally recognized management systems, Responsible Care principles, continuous improvement initiatives, and a strong focus on regulatory compliance, the Company strives to enhance environmental performance while supporting sustainable business growth and long-term stakeholder value.



Energy Management

(GRI 302)

Energy Management Approach (GRI 302-3, GRI 302-4)

Transpek Industry Limited recognizes energy management as an integral component of responsible manufacturing and operational excellence. The Company focuses on improving energy performance through efficient resource utilization, adoption of energy-efficient technologies, periodic energy assessments, employee awareness, and the integration of renewable energy wherever feasible. Supported by its ISO 50001:2018 Energy Management System, Transpek continuously monitors energy performance and implements initiatives to optimize energy consumption, reduce greenhouse gas emissions, and strengthen long-term operational sustainability.

Energy Management Framework (GRI 302-3, GRI 302-4)

- **Energy Governance**
  - ISO 50001:2018 Energy Management System
  - Monitoring and review of energy performance
  - Compliance with applicable energy and environmental regulations
  - Continual improvement in energy efficiency and climate performance
- **Energy Performance**
  - Monitoring energy consumption across manufacturing operations and utilities
  - Tracking key energy performance indicators (EnPIs)
  - Identification of opportunities to improve energy efficiency and reduce greenhouse gas emissions
  - Periodic review of energy performance across facilities
- **Energy Efficiency Initiatives**
  - Deployment of energy-efficient motors, pumps, lighting, and utility systems
  - Process optimization and automation to minimize energy losses
  - Continuous monitoring of equipment performance to enhance operational efficiency
  - Utilization of waste heat recovery and energy recovery opportunities where technically viable
- **Renewable Energy**
  - Procurement and generation of renewable energy from cleaner sources such as hybrid (wind-solar) power
  - Increasing the contribution of renewable energy within the overall energy mix
  - Continuous evaluation of renewable energy opportunities to support long-term decarbonization
- **Cleaner Energy Transition**
  - Adoption of lower carbon-intensive fuels where operationally appropriate
  - Progressive transition from conventional fuels to cleaner alternatives
  - Periodic assessment of fuel optimization opportunities across manufacturing processes
- **Employee Awareness and Capacity Building**
  - Regular awareness programmes on energy conservation and efficient operating practices
  - Capacity building on greenhouse gas reduction and climate-related responsibilities
  - Employee participation in energy-saving initiatives and operational best practices
- **Energy Assessment & Continuous Improvement**
  - Periodic energy across manufacturing facilities and utilities
  - Assessment of energy consumption and greenhouse gas emission profiles
  - Identification and implementation of energy-saving opportunities
  - Monitoring the effectiveness of improvement actions through continual performance reviews

Key Energy Management Initiatives (GRI 302-3, GRI 302-4)

Energy management is embedded within Transpek Industry Limited's approach to responsible manufacturing, operational excellence, and environmental stewardship. The Company integrates energy efficiency into its operational practices by strengthening resource optimization, improving process efficiency, and continuously identifying opportunities to reduce energy consumption across manufacturing operations. This structured approach is supported by the ISO 50001:2018 Energy Management System and the Responsible Care framework, reinforcing continual improvement in energy performance while contributing to climate change mitigation.

Recognizing that employee engagement is fundamental to sustained energy performance, the Company conducts regular awareness and training programmes to strengthen employees' understanding of energy conservation, efficient equipment operation, greenhouse gas emission reduction, and climate-related responsibilities relevant to their respective functions. These initiatives promote responsible energy use, encourage behavioural change, and foster a culture of environmental stewardship throughout the organization.

To strengthen energy performance management, Transpek periodically undertakes energy to evaluate energy consumption patterns and greenhouse gas emission profiles across its manufacturing facilities and supporting infrastructure. The outcomes of these assessments support informed decision-making by identifying opportunities for operational improvements, process optimization, and emission reduction.

The Company continuously invests in technology and equipment upgrades to improve operational efficiency and reduce energy intensity. Energy-efficient motors, pumps, lighting systems, process equipment, instrumentation, and utility enhancements are implemented wherever technically and economically viable.

These initiatives are complemented by process optimization and preventive maintenance practices that minimize energy losses while enhancing equipment reliability.

As part of its commitment to sustainable energy use, the Company promotes the procurement and utilization of renewable energy and continuously evaluates opportunities to increase the contribution of cleaner energy sources within its operations. Renewable energy adoption supports diversification of the Company's energy portfolio while reducing dependence on conventional fossil-based energy.

Transpek also evaluates opportunities to improve overall energy utilization through waste heat recovery systems. These initiatives maximize energy efficiency by recovering usable energy from operational processes and improving overall resource productivity.

In addition, the Company periodically reviews opportunities to transition toward lower carbon-intensive fuels and cleaner energy alternatives that improve energy efficiency while red ucing greenhouse gas emissions. Fuel optimization forms an integral part of the Company's broader strategy to enhance environmental performance and support its long-term decarbonization objectives.

Through a structured approach encompassing governance, technological innovation, employee engagement, and continuous performance monitoring, Transpek Industry Limited remains committed to improving energy efficiency, accelerating the adoption of cleaner energy solutions, and building resilient, sustainable manufacturing operations.

Energy Performance Dashboard

Energy performance is monitored through key performance indicators that measure the Company's progress in improving energy efficiency and increasing the use of renewable energy across its operations.

Energy Performance Indicator	FY 2023-24	FY 2024-25	FY 2025-26
Total Energy Consumed from Electricity	57147	57290	56421
Total Renewable Energy Consumption	0	0	0
Employees Trained on Energy Efficiency	6%	17%	21%
Renewable Energy as a Percentage of Total Energy Consumption	0%	0%	0%

Climate Change & GHG Management

(GRI 2| GRI 305)

Climate Change & Greenhouse Gas (GHG) Management (GRI 2-23 | GRI 2-24)

Climate change represents a significant environmental challenge, requiring industries to strengthen resource efficiency, energy management, and greenhouse gas (GHG) emission reduction initiatives. As a responsible chemical manufacturer, Transpek Industry Limited integrates climate-related considerations into its environmental management practices through systematic energy management, operational optimization, and continual improvement initiatives.

The Company’s approach to GHG management is embedded within its Responsible Care framework and supported by the ISO 50001:2018 Energy Management System, enabling structured monitoring of energy consumption, evaluation of operational performance, and implementation of efficiency improvement measures across manufacturing operations.

Through periodic assessment of its greenhouse gas emission profile, Transpek identifies opportunities to improve energy performance, reduce emission intensity, and enhance sustainable manufacturing practices.

GHG Accounting and Management Framework (GRI 305-1, GRI 305-2, GRI 305-3)

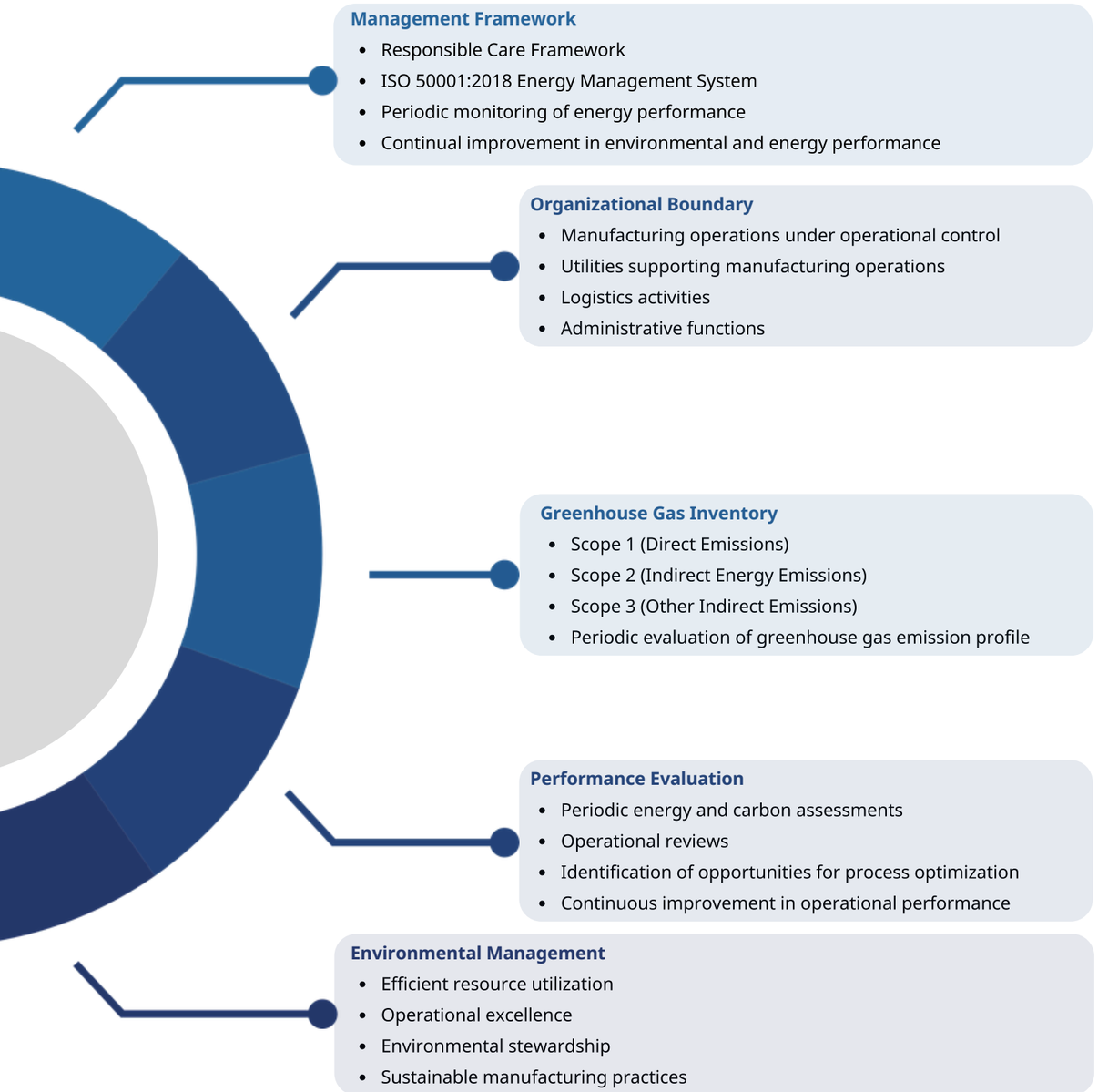
Transpek Industry Limited follows a structured approach to greenhouse gas management that enables the systematic monitoring, quantification, evaluation, and reporting of greenhouse gas emissions across its operations. The Company’s greenhouse gas management framework forms an integral part of its broader environmental and energy management approach, supporting continual improvement in environmental performance through responsible operational practices.

The framework is supported by the Responsible Care initiative and the ISO 50001:2018 Energy Management System, which facilitate periodic monitoring of energy performance, evaluation of operational efficiency, and implementation of improvement initiatives across manufacturing operations. These systems enable the Company to strengthen resource efficiency while integrating greenhouse gas management into day-to-day operational activities.

The Company’s greenhouse gas inventory encompasses emissions generated from manufacturing operations and supporting activities under its operational control. The inventory includes direct emissions arising from fuel combustion and operational processes, indirect emissions associated with purchased electricity, and other applicable indirect emissions generated across the value chain. Periodic assessment of greenhouse gas emissions supports the evaluation of environmental performance, strengthens greenhouse gas management practices, and contributes to informed operational decision-making.

Energy and carbon assessments, together with operational reviews and periodic performance evaluations, assist in identifying opportunities for process optimization, operational improvements, and enhanced energy performance. These initiatives support continual improvement while reinforcing the Company's commitment to responsible manufacturing and environmental stewardship.

Energy Performance Dashboard



Methodology (GHG Protocol) (GRI 305-1, GRI 305-2, GRI 305-3)

Transpek Industry Limited quantifies and reports greenhouse gas (GHG) emissions using a structured methodology that supports consistent, transparent, and reliable reporting of emissions across its operations.

The Company's greenhouse gas inventory is prepared in accjordance with the Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard (GHG Protocol), an internationally recognised framework for greenhouse gas accounting and reporting. Greenhouse gas emissions are classified into Scope 1, Scope 2, and Scope 3 categories and are reported in tonnes of carbon dioxide equivalent (tCO_2e).

The organizational boundary follows the operational control approach, encompassing emissions associated with manufacturing operations, utilities, logistics activities, and administrative functions that are under the Company's operational control.

This approach enables systematic identification, quantification, and reporting of greenhouse gas emissions arising from operational activities.

Greenhouse gas emissions are calculated using activity-based operational data, including fuel consumption, purchased electricity, refrigerant consumption, transportation activities, waste management, and water consumption.

Appropriate emission factors are applied to convert activity data into greenhouse gas emissions expressed as tonnes of carbon dioxide equivalent (tCO_2e), ensuring consistency and comparability of reported information.

The Company's GHG accounting approach is aligned with the principles of ISO 14064-1, supporting transparent quantification, reporting, and management of greenhouse gas emissions while strengthening the reliability, consistency, and credibility of reported environmental information.

Periodic review of greenhouse gas data contributes to continual improvement in greenhouse gas management and sustainability reporting.

Reporting Boundary

The greenhouse gas inventory covers emissions arising from manufacturing operations and supporting activities under the operational control of Transpek Industry Limited.

The reporting boundary may vary depending on the availability and materiality assessment of emission sources.

Monitoring System (GRI 2-24 | GRI 2-27)

Transpek Industry Limited has established a structured greenhouse gas (GHG) monitoring system integrated with its ISO 50001:2018 Energy Management System to systematically collect, compile, validate, evaluate, and review GHG data across its operations.

Periodic energy and carbon assessments enable the evaluation of emission profiles, support process optimization, and identify opportunities to improve energy efficiency and environmental performance.

Management regularly reviews GHG emissions alongside key energy performance indicators to assess operational efficiency, identify improvement opportunities, and support informed decision-making. This integrated approach reinforces the Company's commitment to operational excellence, responsible environmental management, and continual improvement.

To enhance the accuracy, consistency, and reliability of reported GHG information, the Company undertakes data validation and internal review processes as part of its greenhouse gas inventory management and sustainability reporting practices.

> ***(Transpek Industry Limited periodically evaluates climate-related risks and opportunities associated with regulatory developments, energy efficiency, resource utilization, and operational resilience. These assessments support informed decision-making and continual improvement in environmental performance.)***



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

Transpek Industry Limited classifies greenhouse gas emissions into Scope 1, Scope 2 and Scope 3 in accordance with the Greenhouse Gas Protocol. This classification enables the Company to systematically monitor direct and indirect emissions arising from its operations and value chain while supporting transparent reporting and continual improvement in environmental performance.

Scope 1 Emissions (GRI 305-1)

Scope 1 emissions comprise direct greenhouse gas emissions from sources owned or controlled by Transpek Industry Limited, primarily arising from fuel combustion associated with manufacturing operations and utilities, refrigerant consumption, and other applicable operational activities within the Company's operational boundary.

FY 2023-24	FY 2023-24	FY 2025-26
tCO_2e 393	tCO_2e 198	tCO_2e 192

Scope 2 Emissions (GRI 305-2)

Scope 2 emissions are calculated from purchased electricity consumed across manufacturing operations and supporting facilities using appropriate emission factors in accordance with the Greenhouse Gas Protocol.

FY 2023-24	FY 2024-25	FY 2025-26
tCO_2e 13449	tCO_2e 12000	tCO_2e 11127

Scope 3 Emissions (GRI 305-3)

Scope 3 emissions comprise indirect greenhouse gas emissions arising from activities across Transpek Industry Limited's value chain, primarily associated with purchased goods, transportation, waste management, employee commuting, business travel, and other applicable value chain activities beyond the Company's operational boundary.

FY 2023-24	FY 2024-25	FY 2025-26
tCO_2e 103716	tCO_2e 107708	tCO_2e 89557

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

Monitoring greenhouse gas emissions forms an integral part of Transpek Industry Limited's environmental management approach and supports the Company's commitment to responsible manufacturing, operational excellence, and continual improvement. The greenhouse gas inventory provides a consolidated view of emissions arising from direct operations, purchased electricity, and other indirect activities across the value chain, enabling the Company to evaluate emission trends and identify opportunities for enhancing energy performance and reducing greenhouse gas emission intensity.

GHG Emissions	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Scope 1 Emissions	tCO_2e	393	198	192
Scope 2 Emissions	tCO_2e	13449	12000	11127
Scope 3 Emissions	tCO_2e	103716	107708	89557

GHG Emissions Intensity (GRI 305-4)

In In addition to monitoring absolute greenhouse gas emissions, Transpek Industry Limited evaluates GHG emissions intensity to assess carbon performance relative to production output. Monitoring emissions intensity enables the Company to evaluate year-on-year environmental performance, improve resource efficiency, and identify opportunities to reduce emissions associated with manufacturing activities while supporting continual operational improvement.

Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
GHG Emissions Intensity	tCO_2e / Revenue	23.88	18.77	18.22

This three-year comparison provides a clearer view of emission intensity trends and aligns with the reporting practices commonly adopted in leading sustainability reports.

Climate Action Priorities

Energy Performance
Periodic monitoring of energy consumption and GHG emissions

Renewable Energy
Increase cleaner energy use wherever feasible

Process Optimization
Improve resource efficiency across manufacturing operations

Climate Governance
Periodic management review and continual improvement

Energy Management
ISO 50001 Energy Management System

Decarbonization
Strengthen operational practices and implement improvement initiatives that contribute to long-term GHG emission reduction

Management Commitment

Transpek Industry Limited remains committed to strengthening greenhouse gas management through structured monitoring, periodic energy and carbon assessments, process optimization, and continual improvement initiatives. Supported by the Responsible Care framework and the ISO 50001:2018 Energy Management System, the Company continues to enhance energy performance, improve resource efficiency, and strengthen environmental stewardship across its manufacturing operations.

The Company will continue to monitor greenhouse gas emissions, evaluate operational performance, and implement improvement initiatives that support transparent sustainability reporting and responsible manufacturing while contributing to its long-term sustainability objectives.



Water Stewardship

(GRI 3| GRI 303)

Transpek periodically evaluates water-related operational risks to support responsible resource management and operational continuity. Water assessments assist in understanding water consumption patterns, identifying opportunities for conservation, and strengthening overall water management practices across manufacturing operations.

The assessment considers factors such as operational dependence on water resources, water availability, potential impacts on water quality, regulatory requirements, and opportunities to improve water-use efficiency. The findings support informed decision-making and the implementation of appropriate mitigation measures where required.

Periodic operational reviews and water performance evaluations support informed decision-making while reinforcing the Company's commitment to efficient water utilization, environmental protection, and continual improvement.

Water Conservation and Efficiency (GRI 3-3)

Improving water efficiency remains an important component of Transpek's environmental management strategy. The Company continuously evaluates opportunities to optimize water consumption through process improvements, operational controls, and efficient water management practices across manufacturing operations.

Water conservation initiatives include the implementation of closed-loop water systems, process water recycling and reuse, and utilization of air-cooled or hybrid cooling systems that reduce dependence on freshwater resources.

Wherever technically and operationally feasible, treated water is reclaimed and reused for suitable applications such as utility operations, equipment cleaning, gardening, and other non-product uses, thereby reducing freshwater withdrawal.

Routine monitoring, preventive maintenance, and process optimization further improve water-use efficiency while minimizing operational water losses. These initiatives contribute towards strengthening resource efficiency and reducing the environmental footprint of manufacturing operations.

Water Audits and Performance Evaluation (GRI 3-3)

Transpek periodically undertakes water audits and operational assessments to evaluate water consumption patterns and identify opportunities for improving water efficiency.

The water audit process includes the review of water consumption across key operational areas, assessment of major water-intensive processes, evaluation of water-use efficiency, identification of improvement opportunities, and development of recommendations to optimize water utilization.

The outcomes of water audits support continual improvement by enabling the Company to review water management practices, evaluate performance trends, implement conservation initiatives, and strengthen sustainable water management across manufacturing operations.

Wastewater Management (GRI 303-4)

Effective wastewater management forms an integral part of Transpek's environmental stewardship initiatives. Wastewater generated from manufacturing operations is managed through appropriate treatment processes before discharge, ensuring compliance with applicable environmental requirements.

Treated wastewater is periodically monitored through laboratory analysis to assess key quality parameters such as pH, Biological Oxygen Demand (BOD), Chemical Oxygen Demand (COD), Total Suspended Solids (TSS), Oil & Grease, and other applicable regulatory parameters.

Monitoring results are reviewed to verify treatment performance and ensure compliance with prescribed discharge standards. Wherever feasible, treated water is reused within operations to improve overall water efficiency and reduce freshwater demand. These practices support responsible water management while minimizing environmental impacts associated with manufacturing activities.

Water Resource Protection (GRI 3-3)

Transpek undertakes various initiatives to protect local water resources and support responsible environmental management.

Rainwater harvesting systems are utilized to capture rainwater from suitable catchment areas for groundwater recharge and other appropriate non-potable applications, contributing towards improved water conservation and resource optimization. The Company also implements measures to prevent groundwater contamination through responsible operational practices, appropriate handling and storage of chemicals, secondary containment for storage areas where applicable, spill prevention and response procedures, regular inspection of storage and transfer systems, and periodic groundwater quality monitoring.

Regular assessment of groundwater quality supports the early identification of potential environmental concerns and reinforces the Company's commitment to protecting surrounding water resources.

Water

Total Water consumption (in Kilo Litres / Year)

FY 2023-24	FY 2024-25	FY 2025-26
209874	215273	181374

Total Water recycled and reused (in Kilo Litres / Year)

FY 2023-24	FY 2024-25	FY 2025-26
19905	42980	37361

Total Rain Water Harvested (in Kilo Litres / Year)

FY 2023-24	FY 2024-25	FY 2025-26
40946	77581	37282

Wastewater Treatment & Bio Filter Plant

(GRI 3| GRI 303-4 | GRI 306-2)

Treating Wastewater Through Sustainable Innovation (GRI 3-3)

Transpek Industry Limited recognizes responsible wastewater management as an integral part of its environmental stewardship. The Company adopts sustainable practices that focus on conserving natural resources, minimizing waste generation, and reducing the environmental impact of its manufacturing operations. By integrating environmentally responsible technologies into its processes, Transpek seeks to support both operational efficiency and environmental protection while delivering products through safe and sustainable manufacturing practices.

Wastewater Management Approach (GRI 3-3)

The Company has adopted processes that are designed to conserve resources and minimize waste generation throughout its operations. As part of this approach, wastewater generated from manufacturing activities is managed through environmentally responsible treatment practices that support the Company's objective of minimizing impacts on natural systems. These initiatives form an integral part of Transpek's broader sustainability framework, which encompasses Environment, Health & Safety (EHS) and Corporate Social Responsibility (CSR).

Bio Filter Plant (GRI 3-3)


INTELLECTUAL PROPERTY INDIA
GOVERNMENT OF INDIA
THE PATENT OFFICE
PATENT CERTIFICATE
It is hereby certified that a patent has been granted to the patentee for an invention entitled BIO-FILTER MEDIA AND USE THEREOF FOR EFFLUENT TREATMENT as disclosed in the above mentioned application for the term of 20 years from the 26th day of October 2016 in accordance with the provisions of the Patents Act,1970.
INTELLECTUAL PROPERTY INDIA
PATENTS | DESIGNS | TRADE MARKS
GEOGRAPHICAL INDICATIONS

A key feature of Transpek's wastewater management system is its indigenously developed Bio Filter Plant, an environment-friendly green technology designed for wastewater treatment.

The Bio Filter Plant harnesses carbon, energy, and other useful elements present in wastewater and converts them into valuable bio-nutritional products. Through this biological treatment process, wastewater is transformed into:

- Energy-rich humus
- Bio-fertilizer
- Nutrient-rich water

This approach supports resource conservation by recovering useful materials from wastewater while reducing waste and promoting the efficient utilization of available resources.

Resource Recovery and Circular Utilization (GRI 3-3)

The Bio Filter technology reflects Transpek's commitment to utilizing innovative solutions that convert waste into useful resources. Rather than treating wastewater solely as a waste stream, the Company focuses on recovering valuable outputs that can contribute to resource efficiency and sustainable environmental management.

By harnessing carbon, energy, and other elements from wastewater, the Bio Filter Plant supports the Company's objective of reducing its impact on natural systems while promoting responsible manufacturing practices.

Supporting Environmental Infrastructure (GRI 3-3)

Transpek complements its wastewater management practices through supporting environmental infrastructure that contributes to responsible resource management across its operations.

In addition, it maintains a self-sustained water source through a borewell. Rainwater harvesting structures developed in surrounding villages to support responsible water resource management.

Transpek continues to integrate sustainable technologies into its manufacturing operations to strengthen environmental performance. Through resource conservation, waste minimization, wastewater treatment, and the application of green technologies such as the Bio Filter Plant, the Company remains committed to reducing its environmental footprint while supporting sustainable industrial development.

Wastewater Treatment & Resource Recovery Performance

KPI	FY 2023-24	FY 2024-25	FY 2025-26
Wastewater Treated	51732	49275	43435

Waste Management & Circularity

(GRI 3| GRI 306)

Waste Management Approach (GRI 3-3)

Waste management forms an integral part of Transpek Industry Limited's commitment to responsible manufacturing, environmental stewardship, and operational excellence. Guided by the Responsible Care framework, the Company adopts a structured approach to minimizing environmental impacts through responsible waste management practices, efficient resource utilization, and continual improvement across its manufacturing operations. The Company's waste management approach focuses on preventing waste generation at source, promoting the efficient utilization of raw materials and resources, ensuring the safe handling and management of hazardous and non-hazardous waste, and maximizing opportunities for material recovery, reuse, recycling, and environmentally sound disposal wherever technically and economically feasible. These practices are integrated into day-to-day operations through process optimization, operational controls, employee awareness, and periodic performance reviews that support responsible environmental management and regulatory compliance.

Transpek continuously evaluates opportunities to strengthen waste management practices by improving operational efficiency, enhancing resource utilization, implementing waste reduction initiatives, and promoting the circular use of materials wherever feasible. Through systematic monitoring and responsible operational practices, the Company remains committed to minimizing the environmental footprint of its manufacturing activities while supporting sustainable manufacturing.

Waste Management Approach (GRI 3-3)



Plan	Prevent	Recover
Responsible Care Framework & Classification	Process Optimization	Recycling & Recovery
Stream Mapping & Inventory	Reuse & Solvent Recovery	Co-Processing
Regulatory Compliance	Source Segregation	Authorized Disposal
Periodic Assessments	Safe Handling & Storage	Continual Improvement
	Employee Training	

Waste Governance (GRI 3-3)

Waste management is integrated into Transpek Industry Limited's environmental management practices through structured operational procedures and periodic performance reviews. The Company implements systematic processes for waste identification, segregation, handling, treatment, recovery, recycling, and disposal to ensure the responsible management of waste generated during manufacturing operations. Waste stream mapping forms an integral part of the Company's waste management planning process.

Waste generated across manufacturing processes, laboratories, utilities, warehouses, maintenance activities, offices, and other operational areas is identified according to its source, classification, handling requirements, recovery potential, and final treatment or disposal route. This systematic understanding of waste flows enables the Company to identify opportunities for waste minimization, improved segregation, enhanced recycling, and greater operational efficiency.

Periodic monitoring and operational reviews enable the Company to evaluate waste generation patterns, assess resource utilization, strengthen waste reduction initiatives, and improve overall environmental performance. Waste management practices are implemented in accordance with applicable regulatory requirements and established internal procedures, reinforcing the Company's commitment to environmental stewardship and continual improvement.

Reporting Boundary (GRI 3-3)

The waste management reporting boundary covers all manufacturing operations, laboratories, utilities, warehouses, maintenance activities, administrative functions, and other operational areas under the Company's operational control. It includes hazardous and non-hazardous waste generated from manufacturing and supporting activities, enabling consistent monitoring, reporting, and performance evaluation across the Company's operations.

Waste Minimization (GRI 306-2)

Transpek continuously strives to minimize waste generation by improving operational efficiency and optimizing manufacturing processes. Process optimization, the efficient utilization of raw materials, and operational improvements contribute to reducing waste generation while enhancing resource productivity across manufacturing operations.

Wherever technically and economically feasible, production residues, reusable packaging materials, off-specification materials, pallets, drums, containers, and suitable process by-products are recovered and reused within operations or through appropriate industrial applications. Opportunities for solvent recovery, material recovery, and process improvements are periodically evaluated to reduce waste generation, improve resource efficiency, and support the circular use of materials.

The Company periodically evaluates opportunities to reduce waste generation at source by strengthening operational controls, improving process efficiency, and identifying opportunities for reuse and recovery. These initiatives support responsible resource utilization while minimizing the environmental impacts associated with manufacturing activities.

Waste Segregation, Safe Handling and Employee Awareness (GRI 3-3 | GRI 306-2)

Waste generated from manufacturing operations is systematically segregated at the point of generation to facilitate appropriate handling, treatment, recovery, recycling, and disposal. The Company maintains separate management practices for hazardous and non-hazardous waste streams to ensure their responsible handling throughout the waste management process.

Colour-coded and appropriately labelled collection containers are provided across manufacturing units, laboratories, warehouses, offices, and common facilities to facilitate the segregation of waste into defined waste streams such as paper, plastics, metals, glass, wood, organic waste, and hazardous waste. Hazardous and non-hazardous wastes are stored separately in designated storage areas designed to prevent contamination, facilitate safe handling, and support environmentally responsible waste management.

Established operational procedures support the safe collection, storage, internal transportation, and handling of waste throughout manufacturing facilities. These practices improve operational efficiency while reducing environmental and occupational health and safety risks.

Employee participation is fundamental to achieving effective waste management. Environmental awareness programmes, induction training, refresher sessions, toolbox talks, and workplace communication initiatives are conducted periodically to strengthen employee understanding of waste management responsibilities and promote sustainable workplace practices.

Training programmes cover waste minimization, segregation at source, recycling practices, the safe handling of hazardous waste, spill prevention, responsible storage, and applicable environmental procedures. Employees and relevant contract personnel receive role-specific guidance to ensure that waste generated during operations is managed appropriately in accordance with established operational procedures. Awareness campaigns, visual signage, and periodic communication further reinforce proper waste segregation and responsible waste handling across manufacturing facilities.

Waste Treatment, Recovery and Recycling (GRI 306-2 | GRI 306-4)

Transpek promotes responsible waste management by implementing appropriate treatment processes and maximizing opportunities for recovery, reuse, and recycling wherever technically and operationally feasible. Waste treatment practices are designed to minimize environmental impacts while supporting the efficient utilization of resources. Recyclable materials are directed to authorized recycling facilities, while suitable waste streams are recovered through recycling, reuse, solvent recovery, co-processing, or other resource recovery practices wherever feasible.

The Company continuously evaluates opportunities to improve material circularity by increasing the recovery of reusable materials and reducing the quantity of waste requiring final disposal.

Continuous evaluation of waste management practices enables the Company to identify improvement opportunities, strengthen recycling initiatives, improve resource efficiency, and enhance overall environmental performance.

Hazardous Waste Management (GRI 306-2 | GRI 306-5)

As a responsible chemical manufacturer, Transpek implements structured procedures for the management of hazardous waste generated during its manufacturing operations. Hazardous waste is identified, classified, segregated, labelled, stored, transported, treated, and disposed of in accordance with applicable regulatory requirements and established operational procedures.

Hazardous waste inventories are maintained to record waste type, source of generation, quantity, storage location, movement, transporter details, and the final treatment or disposal method. Appropriate documentation is maintained throughout the waste management process to support traceability and regulatory compliance. Hazardous waste is transferred only to authorized transporters, recyclers, treatment facilities, co-processing units, or disposal agencies operating in accordance with applicable environmental regulations. The Company maintains appropriate agreements and approvals with authorized waste management service providers to ensure environmentally sound treatment and final disposal.

Periodic internal inspections, environmental audits, and operational reviews are conducted to verify compliance with waste handling procedures, storage practices, documentation requirements, and contractor performance.

Findings from these reviews support continual improvement initiatives and strengthen responsible hazardous waste management across operations.

Waste Monitoring and Performance Review (GRI 3-3)

Transpek Industry Limited has established a structured waste monitoring system to periodically collect, compile, validate, evaluate, and review waste generation, recovery, recycling, treatment, and disposal data across its operations.

Periodic operational assessments support the evaluation of waste generation trends, identify opportunities for waste minimization, improve resource efficiency, and strengthen recycling and recovery initiatives.

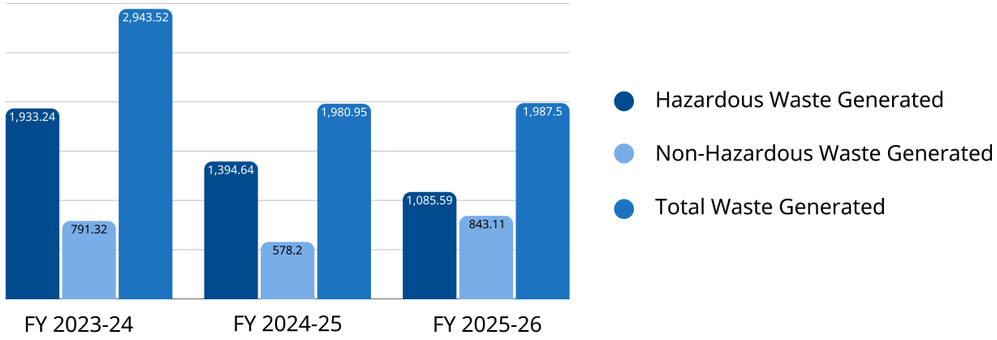
Management periodically reviews waste management performance against operational objectives to evaluate resource utilization, identify improvement opportunities, and support informed decision-making.

This structured approach reinforces the Company's commitment to responsible waste management, environmental stewardship, and continual improvement.

Data validation and internal review processes are undertaken to enhance the accuracy, consistency, and reliability of reported waste management information.

Waste Generation Performance

Waste generation is periodically monitored to evaluate operational performance, identify opportunities for waste minimization, and strengthen resource efficiency across manufacturing operations.



Waste Recovery and Disposal Performance

The Company periodically monitors waste recovery, recycling, co-processing, and disposal to evaluate the effectiveness of its waste management practices and identify opportunities to strengthen circular resource utilization.

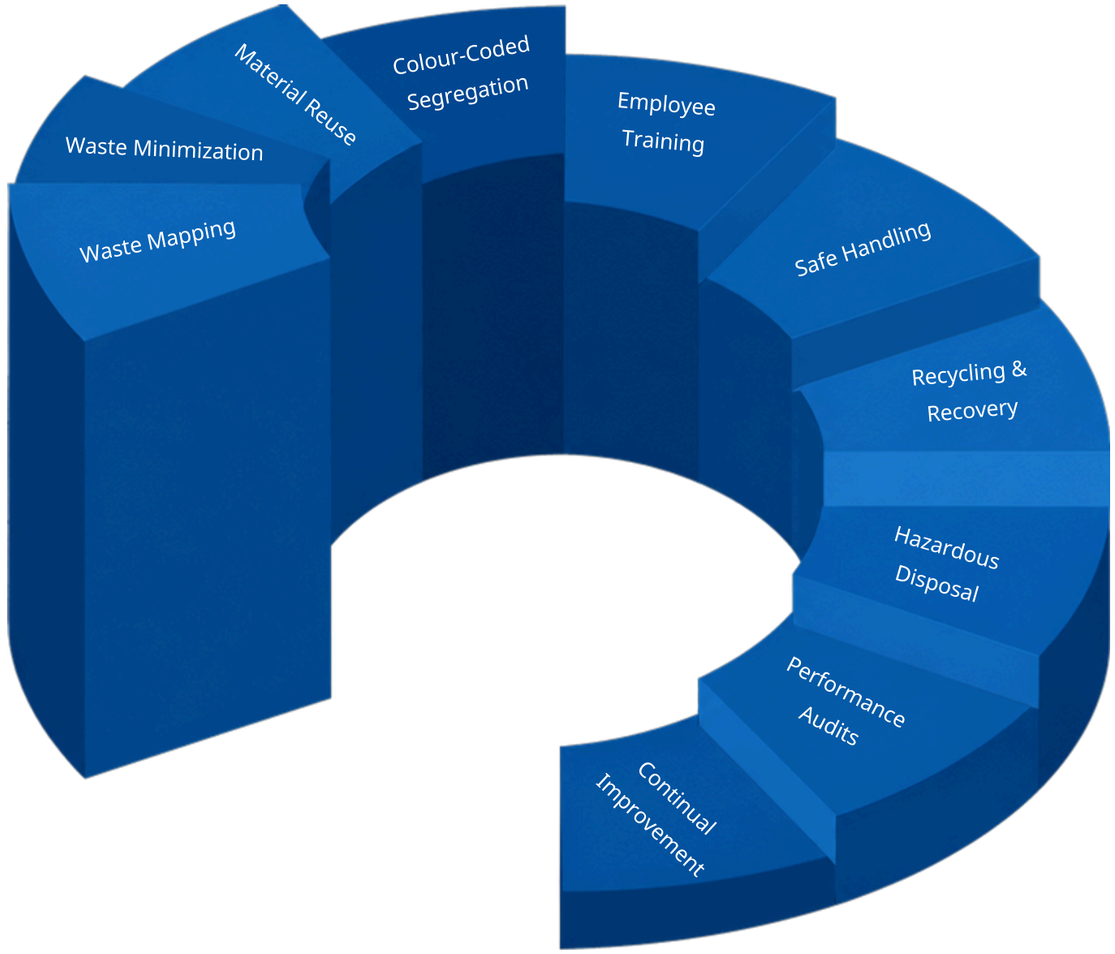
Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Total Waste Recover in a year (in Metric Tonnes)	MT	91.6	89.79	124.50
Total waste from company operations diverted from landfills	%	0%	0%	0%

Waste Intensity (GRI 306)

In addition to monitoring total waste generation, Transpek Industry Limited evaluates waste intensity relative to production output to assess resource efficiency and waste management performance. Monitoring waste intensity supports year-on-year performance evaluation and helps identify opportunities for waste minimization and continual improvement.

Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Total Waste Generated	MT	2943.52	1980.95	1987.50

Waste Management Priorities



Management Commitment

Transpek Industry Limited remains committed to strengthening its waste management practices through responsible operational management, efficient resource utilization, and continual improvement. Guided by its Responsible Care framework, the Company continues to integrate waste prevention, responsible handling, material reuse, recovery, recycling, and environmentally sound disposal practices into its manufacturing operations. Through structured planning, employee engagement, waste stream management, periodic monitoring, process optimization, operational reviews, and responsible environmental management, Transpek strives to minimize the environmental impacts associated with waste generation, improve resource efficiency, and support a circular economy. The Company will continue to strengthen its waste management practices in line with evolving operational requirements, regulatory expectations, and its long-term commitment to sustainable manufacturing and environmental stewardship

Air Emissions & Pollution Control

(GRI 2-23 | GRI 2-27 | GRI 3-3 | GRI 305)

Air emissions management is an integral part of responsible chemical manufacturing, supporting environmental protection, regulatory compliance, and sustainable operations. Transpek Industry Limited adopts a proactive approach to managing atmospheric emissions through process optimization, pollution control technologies, environmental monitoring, and continual improvement initiatives to minimize environmental impacts and strengthen operational excellence.

Air Emissions Management Approach (GRI 3-3)

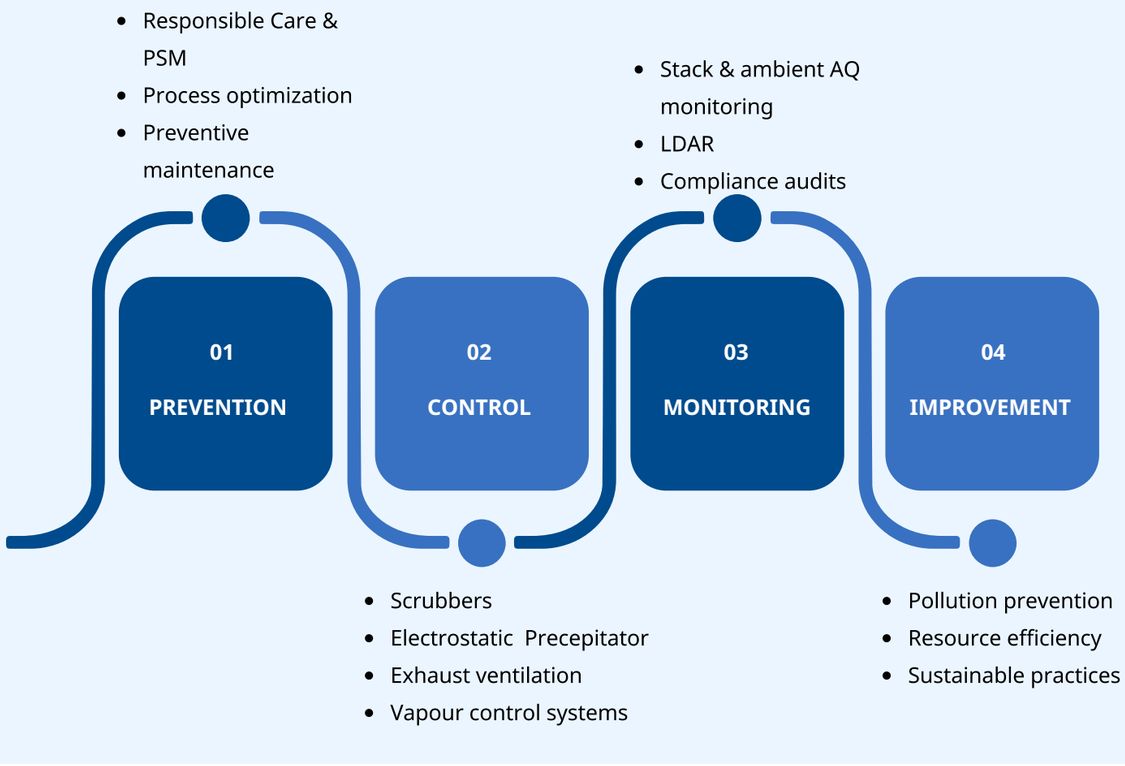
Air emissions management forms an integral part of Transpek Industry Limited's commitment to Responsible Care, Environment, Health & Safety (EHS), and Process Safety Management (PSM). As a chemical manufacturing organization, the Company recognizes that the responsible management of atmospheric emissions is essential to protecting employee health, neighbouring communities, and the surrounding environment while ensuring regulatory compliance.

Accordingly, Transpek adopts a preventive approach that prioritizes reducing emissions at their source through process optimization, efficient equipment operation, preventive maintenance, and appropriate pollution control technologies. Air emissions generated from manufacturing processes, utilities, storage, material handling, and associated operations are systematically managed to minimize particulate matter (PM), sulphur dioxides (SO_2), nitrogen oxides (NO_x), volatile organic compounds (VOCs), and other process-specific pollutants. These initiatives are supported by regular environmental monitoring, operational controls, and continual improvement programmes that strengthen the Company's environmental performance and sustainable manufacturing practices.

The Company's air emissions management covers manufacturing operations, utilities, laboratories, storage facilities, material handling systems, and supporting activities under its operational control, including stack emissions, fugitive emissions, ambient air quality monitoring, and other applicable atmospheric emissions to enable consistent monitoring, reporting, and performance evaluation.



Air Emissions Management Approach



Air Emission Prevention & Pollution Control (GRI 3-3)

Transpek continuously reviews manufacturing processes to improve operational efficiency while reducing the generation of atmospheric pollutants. Process parameters are optimized to improve combustion efficiency, reduce material losses, and enhance reaction performance, thereby minimizing emissions at the source before they are generated.

The Company also upgrades process equipment with low-emission burners and energy-efficient technologies wherever technically and economically feasible to reduce combustion-related emissions while improving operational reliability. Lean manufacturing practices further contribute to pollution prevention by optimizing resource utilization, minimizing waste generation, and improving overall process efficiency.

Air emissions are controlled using engineering solutions designed according to specific process requirements. Appropriate pollution control equipment is installed to capture or treat pollutants before their release through designated emission stacks.

These control systems include scrubbers for the removal of acidic gases and other gaseous pollutants, electrostatic precipitator (ESP) and dust collection systems for controlling particulate matter, and localized exhaust ventilation systems that capture emissions close to their source. Where applicable, enclosed transfer systems, closed process equipment, and vapour control arrangements help minimize losses of volatile organic compounds during manufacturing and material handling activities.

The performance of pollution control equipment is routinely inspected, maintained, and periodically evaluated to ensure reliable operation, regulatory compliance, and sustained environmental performance.

Emission Control and Fugitive Emission Management (GRI 3-3)

Potential emissions of particulate matter generated during manufacturing, material handling, and utility operations are controlled through filtration systems, enclosed handling practices, effective housekeeping, and dust suppression measures wherever applicable.

For gaseous emissions, Transpek utilizes process-specific pollution control technologies to manage nitrogen oxides (NO_x), volatile organic compounds (VOCs), acid gases, and other regulated pollutants. Process optimization, efficient combustion practices, and well-maintained equipment further contribute to reducing emissions at their source while improving operational efficiency. Recognizing the importance of controlling fugitive emissions, the Company implements a structured Leak Detection and Repair (LDAR) programme across relevant process areas.

Routine inspections are carried out using ultrasonic detectors, and visual inspection techniques to identify potential leaks from valves, pumps, flanges, pipelines, storage tanks, and other process equipment. Identified leaks are promptly repaired, while worn seals, gaskets, and packing materials are replaced through preventive maintenance programmes to maintain equipment integrity and minimize unintended emissions of volatile organic compounds. This proactive approach enhances environmental performance while supporting operational safety, regulatory compliance, and resource efficiency.

Environmental Monitoring and Compliance (GRI 2-27)

Environmental monitoring forms a key element of the Company's air emissions management framework. Transpek has established a structured monitoring system to periodically collect, compile, validate, evaluate, and review air emissions data across its manufacturing operations. Stack emissions from designated sources are periodically monitored using recognized analytical methods to assess compliance with applicable environmental regulations.

In addition, ambient air quality monitoring is undertaken at appropriate locations around the manufacturing facilities to evaluate the effectiveness of emission control measures and assess potential impacts beyond the plant boundary.

Monitoring programmes evaluate key environmental parameters, including particulate matter (PM), sulphur dioxide (SO_2), nitrogen oxides (NO_x), volatile organic compounds (where applicable), and other process-specific pollutants whenever required under statutory monitoring programmes.

Management periodically reviews air emissions performance together with monitoring results to evaluate operational effectiveness, identify improvement opportunities, and support informed decision-making. Monitoring results are reviewed by environmental and operational teams, and any deviations are investigated with appropriate corrective actions implemented to ensure continued regulatory compliance and continual improvement.

Data validation and internal review processes are undertaken to enhance the accuracy, consistency, and reliability of reported air emissions information.

Air Emissions & Pollution Control Performance

The Company periodically evaluates the effectiveness of its air emissions management programmes through environmental monitoring, operational reviews, preventive maintenance, and the assessment of pollution control technologies. These performance indicators support continual improvement, regulatory compliance, and responsible environmental management.

Air Pollution			
	FY 2023-24	FY 2024-25	FY 2025-26
SOx (Micro /m3) (Limit /Result)	80 / 10.6	80 / 9.1	80 / 8.7
NOx (Micro /m3) (Limit /Result)	80 / 15.6	80 / 11.1	80 / 11.3
PM10 (Micro /M3) (Limit /Result)	100 / 64	100 / 52.1	100 / 49.6
PM2.5 (Micro /M3) (Limit /Result)	60 / 29.8	60 / 22.9	60 / 21.5

Environmental Nuisance Management (GRI 3-3)

Beyond controlling air emissions, Transpek recognizes the importance of minimizing other environmental nuisances that may arise from its manufacturing operations.

The Company implements appropriate engineering, operational, and preventive measures to manage noise, odour, and light emissions while maintaining compliance with applicable regulatory requirements and minimizing impacts on employees, neighbouring communities, and the surrounding environment.

Noise Management

Operational noise is managed through a combination of engineering controls, equipment optimization, and preventive maintenance practices. Depending on operational requirements, noise mitigation measures include sound barriers, acoustic enclosures, vibration isolation systems, silencers, and equipment balancing to reduce noise at its source. Noise monitoring assessments are periodically conducted at the facility boundary and other designated monitoring locations to evaluate compliance with applicable regulatory limits and minimize potential impacts on neighbouring communities. To prevent abnormal noise generation, the Company follows a preventive maintenance programme that includes routine inspection, lubrication, calibration, alignment, and timely replacement of worn mechanical components such as bearings, motors, fans, couplings, and rotating equipment before deterioration can result in elevated noise levels.

Odour Management

Potential odour emissions are minimized through appropriate engineering and operational controls, including enclosed storage systems, optimized ventilation, localized exhaust arrangements, biofilters where applicable, and process improvements. Good housekeeping practices, proper chemical storage, and timely waste management further support effective odour control and help maintain a safe and comfortable working environment.

Light Pollution Management

Directional lighting systems are utilized across manufacturing facilities to minimize unnecessary light dispersion beyond operational areas while maintaining workplace safety, security, and operational efficiency.

Pollution Prevention and Resource Efficiency (GRI 3-3)

Pollution prevention extends beyond emission control to the efficient utilization of raw materials and resources. Transpek promotes responsible material management through lean manufacturing practices, solvent recovery systems, and the continuous evaluation of cleaner production opportunities. Recovered solvents are reused within operations wherever technically feasible, reducing both raw material consumption and waste generation. Hazardous substances are managed through GHS-compliant identification, secure storage, controlled handling procedures, and environmentally responsible treatment methods such as incineration or stabilization. The Company also evaluates opportunities to incorporate greener alternatives, including bio-based feedstocks and improved process technologies, wherever technically and commercially feasible to further reduce environmental impacts.

Management Commitment

Transpek Industry Limited continuously evaluates the effectiveness of its air emissions and pollution control programmes through operational reviews, preventive maintenance, environmental monitoring, and periodic assessments of pollution control technologies. By integrating engineering excellence, process optimization, responsible material management, and robust Environment, Health & Safety (EHS) and Process Safety Management (PSM) practices into its day-to-day operations, the Company remains committed to reducing environmental impacts, strengthening regulatory compliance, and advancing sustainable manufacturing in line with the principles of Responsible Care.

Biodiversity & Greenbelt Development

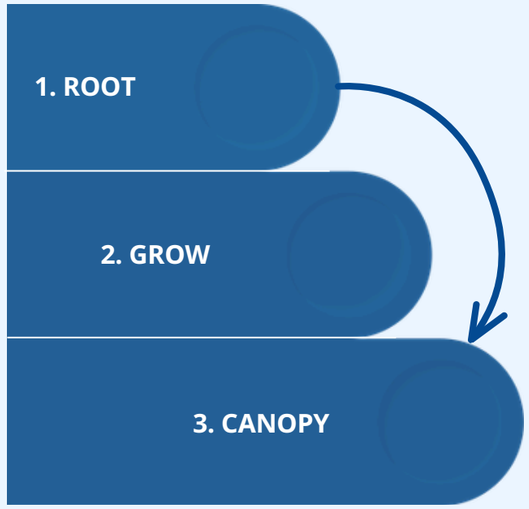
(GRI 3 | GRI 304)

Biodiversity conservation and greenbelt development contribute to maintaining ecological balance and enhancing environmental quality around industrial operations. Transpek Industry Limited promotes biodiversity within its operational premises through greenbelt development, afforestation initiatives, and responsible environmental management practices that support sustainable manufacturing.

Biodiversity and Greenbelt Management Approach (GRI 3-3)

Transpek Industry Limited recognizes the importance of conserving biodiversity and maintaining green spaces as part of its broader commitment to environmental sustainability. The Company integrates biodiversity considerations into its environmental management approach by maintaining and enhancing greenbelt areas through afforestation and plantation initiatives within its factory premises. These efforts contribute to a greener industrial environment while supporting the overall environmental quality of the site.

The Company's biodiversity management covers greenbelt areas and operational premises under its control, where plantation, greenbelt maintenance, and environmental conservation initiatives are undertaken to strengthen ecological value and support responsible manufacturing practices.



1. ROOT
Greenbelt Development

- Plantation & afforestation
- Green cover maintenance

2. GROW
Biodiversity Conservation

- Conservation of on-site vegetation
- Enhancement of green spaces

3. CANOPY
Environmental Integration & Continual Improvement

- Resource conservation & sustainable manufacturing
- Environmental stewardship & greenbelt upkeep
- Periodic plantation & enhancement initiatives

Greenbelt Development (GRI 304-3)

Greenbelt development forms an integral part of Transpek's environmental initiatives. The Company maintains and enhances green cover within its manufacturing premises through plantation and regular upkeep activities. According to the Company's published information, more than 30,000 trees are maintained within its factory premises, demonstrating its continued commitment to preserving and strengthening green spaces around its operations.

Biodiversity Considerations (GRI 304-3)

Transpek's sustainability approach includes conserving and enhancing on-site vegetation through afforestation and plantation initiatives within its factory premises. Having reach habitat of Neel Gay, various bird species, reptiles, and butterflies. These initiatives strengthen the greenbelt surrounding operations while supporting a healthier industrial environment. The Company also emphasizes minimizing the environmental impact of its operations through sustainable processes, resource conservation, and the recycling and reuse of resources as part of its overall sustainability framework.

Integration with Environmental Management (GRI 3-3)

Biodiversity conservation and greenbelt development are integrated with Transpek's broader environmental management practices, which include responsible resource utilization, wastewater treatment through a bio-filter system, an in-house incineration facility for solid waste generated within the Company, and self-sustained water resources supported by rainwater recharge. These initiatives collectively contribute to minimizing impacts on natural ecosystems while promoting responsible manufacturing and environmental stewardship.

Greenbelt & Biodiversity Performance

Transpek periodically monitors its greenbelt development and biodiversity initiatives to evaluate the effectiveness of plantation and environmental conservation activities undertaken across its operational premises.

Biodiversity Conservation	FY 2023-24	FY 2024-25	FY 2025-26
Number of Native Species Supported	52	55	59
% of Total Departments Covered in Internal Biodiversity Risk Assessment	0%	10%	20%

Management Commitment

Transpek Industry Limited remains committed to strengthening biodiversity conservation and greenbelt development through afforestation initiatives, plantation activities, Fauna conservation and responsible environmental management practices. By integrating biodiversity considerations with resource conservation and sustainable manufacturing, the Company continues to enhance green spaces within its operational premises while supporting environmental stewardship and long-term sustainability.

Environmental Compliance

(GRI 2-27 | GRI 307-1)

Environmental Compliance Approach

Transpek Industry Limited integrates environmental compliance into its Responsible Care philosophy and Environment, Health & Safety (EHS) management practices to ensure that manufacturing activities are conducted responsibly and in accordance with applicable legal and regulatory requirements. The Company adopts a proactive approach that combines regulatory compliance, operational controls, environmental monitoring, and continual improvement to minimize environmental impacts while supporting safe and sustainable manufacturing operations.

Environmental compliance forms an integral part of day-to-day operations and is supported through established management systems, documented operating procedures, periodic performance reviews, and employee awareness programmes that promote accountability across manufacturing facilities.

Environmental Compliance Framework

The Company's environmental compliance framework is built around structured governance, operational controls, and continuous monitoring to support compliance with applicable environmental legislation and internal environmental requirements.

1. **Responsible Care & EHS Framework**
   - Responsible Care principles
   - Environment, Health & Safety (EHS) management
   - Process Safety Management (PSM)
2. **Regulatory Compliance Management**
   - Compliance with applicable environmental laws and regulations
   - Environmental permits and statutory approvals
   - Monitoring of regulatory obligations
3. **Operational Environmental Controls**
   - Air emission control
   - Wastewater management
   - Waste management
   - Hazardous chemical handling
   - Resource conservation practices
4. **Monitoring & Review**
   - Environmental monitoring
   - Internal inspections
   - Compliance reviews
   - Corrective and preventive actions
5. **Continual Improvement**
   - Operational improvements
   - Employee awareness
   - Environmental performance enhancement

Regulatory Compliance Management

Transpek identifies and manages applicable environmental obligations associated with its manufacturing operations through established compliance processes. Environmental permits, statutory approvals, and regulatory requirements are incorporated into operational practices to support ongoing compliance across manufacturing facilities.

The Company periodically reviews applicable regulatory requirements and operational practices to ensure that environmental obligations remain integrated into manufacturing activities and environmental management processes.

Operational Environmental Controls

Environmental compliance is supported through operational controls designed to manage potential environmental aspects associated with manufacturing operations.
These controls include:

- Air emission management systems
- Wastewater treatment and monitoring
- Responsible waste segregation and disposal
- Safe handling and storage of hazardous chemicals
- Resource conservation and operational efficiency initiatives

These measures help minimize environmental impacts while supporting safe and responsible manufacturing operations.

Environmental Monitoring & Performance Review

Transpek periodically monitors environmental performance to evaluate compliance with applicable environmental requirements and operational procedures.

Monitoring activities include environmental inspections, operational reviews, performance assessments, and evaluation of compliance with environmental permits and internal procedures. Where opportunities for improvement are identified, corrective and preventive actions are implemented to strengthen operational performance and support continual improvement.

Environmental Incident Management & Emergency Preparedness

The Company maintains documented procedures for reporting, investigating, and responding to environmental incidents that may arise during manufacturing operations. Emergency preparedness measures include established response procedures for incidents such as chemical spills, accidental releases, fires, and other environmental emergencies. Incident investigations are conducted to determine root causes, implement corrective actions, and reduce the likelihood of recurrence, supporting continual improvement in environmental performance.

Employee Awareness & Compliance Culture

Environmental compliance is supported through employee awareness programmes, operational procedures, and defined responsibilities that promote responsible environmental practices across the organization. Employees receive guidance on environmental requirements relevant to their roles, including pollution prevention, responsible resource utilization, waste management, chemical handling, emergency response, and compliance with operational procedures. These initiatives strengthen environmental awareness and reinforce a culture of environmental responsibility throughout the organization.

Environmental Compliance Performance (GRI 307-1)

Performance Indicator	FY 2025-26
Significant fines for non-compliance with environmental laws and regulations	00

Management Commitment

Transpek Industry Limited remains committed to maintaining high standards of environmental compliance through Responsible Care, effective environmental management practices, operational discipline, and continual improvement.

By integrating regulatory compliance, environmental monitoring, operational controls, employee awareness, and systematic performance reviews into its manufacturing operations, the Company continues to strengthen environmental stewardship, responsible manufacturing, and long-term sustainable business performance.

Training			
Biodiversity Conservation	**FY 2023-24**	**FY 2024-25**	**FY 2025-26**
% of total workforce received training on environmental issues	1%	21%	25%
% of Total Departments Covered in Internal Biodiversity Risk Assessment	0%	10%	20%



03

SOCIAL RESPONSIBILITY

- Human Capital Development
- Employee Well-being
- Occupational Health & Safety
- Learning & Development
- Diversity, Equity & Inclusion
- Human Rights & Ethical Workplace
- Employee Engagement
- Community Development Initiatives
- CSR Governance & Implementation
- Health, Education & Skill Development
- Labour Relations & Social Dialogue







Human Capital Development (GRI 2 |GRI 401)

Developing People, Driving Sustainable Growth (GRI 2-23 | GRI 2-24)

Every innovation at Transpek Industry Limited begins with the people who bring it to life. From research laboratories and manufacturing facilities to corporate functions and customer engagement, our employees are the driving force behind operational excellence, responsible manufacturing, and long-term business resilience. As a leading specialty chemicals company, we recognize that sustainable business success depends not only on advanced technologies and robust operational processes, but also on the knowledge, commitment, and capabilities of our workforce. Our approach to human capital development is founded on the belief that investing in people creates lasting value for employees, customers, communities, and the business alike. Guided by our core values of Integrity, Excellence, Sustainability, and Safety, we foster a workplace that encourages continuous learning, collaboration, innovation, and professional growth while upholding the highest standards of ethics and professionalism.

We are committed to building a resilient and future-ready workforce by attracting talented professionals, strengthening technical and leadership capabilities, and creating opportunities for continuous development. Through structured people practices, transparent processes, merit-based development, and a culture built on trust, mutual respect, inclusivity, and shared purpose, we empower our employees to contribute meaningfully to organizational success while supporting long-term sustainable growth.

Attracting and Integrating Talent (GRI 2-7 | GRI 401-1)

Building a capable workforce begins with attracting individuals whose expertise, values, and aspirations align with Transpek's long-term vision and business strategy. Workforce planning is undertaken in close alignment with operational requirements and future growth priorities, enabling each function to identify talent needs through a structured Manpower Requisition (MR) process before initiating recruitment.

The Company's recruitment process is designed to be transparent, objective, and merit-driven. Candidates are evaluated through structured assessments that consider technical competence, functional expertise, behavioural attributes, professional experience, and alignment with the Company's culture and values. Recruitment decisions are based on qualifications, capabilities, and organizational requirements, ensuring equal employment opportunities and fair hiring practices.

Recognizing that successful integration is essential for long-term employee engagement, Transpek has established a comprehensive onboarding and induction process for all new employees. Induction programmes familiarize employees with the Company's business operations, organizational values, quality standards, workplace policies, safety practices, compliance requirements, and sustainability commitments, enabling them to transition smoothly into their roles while building a strong understanding of the Company's culture and expectations from the outset.

Rewarding Performance and Recognizing Contribution (GRI 404-3)

Transpek's approach to employee recognition is founded on fairness, transparency, and merit. The Company believes that clearly communicating performance expectations and remuneration practices strengthens employee trust and reinforces a culture of accountability.

Employees have access to information relating to salary structures, leave balances, performance outcomes, and other employment-related information through established Human Resources processes and digital HR platforms. This enables employees to better understand how performance evaluations, annual compensation reviews, and career progression are linked within the Company's overall reward framework. Annual compensation reviews consider organizational performance, departmental achievements, individual contributions, market competitiveness, and applicable statutory requirements. Performance incentives recognize meaningful contributions while encouraging collaboration, innovation, and continuous improvement across all levels of the organization.

Beyond financial rewards, Transpek recognizes that professional growth itself serves as an important form of employee recognition. By providing opportunities for career advancement, leadership development, internal mobility, and continuous capability enhancement, the Company fosters a workplace where employees are motivated to build long-term careers and contribute meaningfully to the Company's sustainable growth.

Labour Relations & Social Dialogue (GRI 2-30)

Building a Culture of Collaborative Labour Relations

At Transpek Industry Limited, constructive labour relations are fundamental to building a collaborative, respectful, and high-performing workplace. The Company is committed to maintaining open communication with employees and fostering a culture of mutual trust, consultation, and shared responsibility. By encouraging regular dialogue between management and employees, Transpek seeks to strengthen workplace harmony, promote employee participation, and support sustainable business growth.

The Company's approach to labour relations is guided by applicable labour laws, internal policies, and established consultation mechanisms that facilitate constructive engagement on matters affecting employees. Through continuous communication and collaborative decision-making, Transpek strives to create a workplace where employees feel heard, valued, and empowered to contribute towards organizational success.

Advancing Fair Employment Through Collective Bargaining

Transpek believes that constructive dialogue between management and employee representatives contributes to fair and transparent employment practices. Where applicable, collective bargaining arrangements provide a structured framework for consultation and mutual agreement on matters relating to employment conditions, employee welfare, and workplace practices.

The scope of collective bargaining includes key employment matters such as employee health and safety, working hours, overtime, leave provisions, wage-related matters, career development and training, and the promotion of a workplace free from discrimination and harassment. Through these arrangements, the Company seeks to foster balanced employment practices while supporting employee well-being, operational efficiency, and long-term workforce engagement.

Collective bargaining discussions are undertaken through mutual consultation, with agreed provisions periodically reviewed in accordance with applicable legal requirements and organizational needs, supporting continuous improvement in labour relations and workplace practices.

Strengthening Employee Voice & Representation

Transpek recognizes the importance of employee representation in promoting effective communication and constructive workplace relationships. Employee representatives serve as an important link between the workforce and management by facilitating consultation, communicating employee perspectives, and supporting discussions on matters relating to workplace conditions, employee well-being, occupational health and safety, learning and development, and other employment-related matters.

The Company respects employees' rights to freedom of association in accordance with applicable laws and encourages open dialogue through appropriate employee consultation and participation mechanisms, reinforcing a culture of mutual respect, transparency, and collaboration.

Encouraging Open Dialogue & Employee Participation

Transpek promotes an open and collaborative workplace culture by encouraging continuous dialogue between employees and management. Regular communication forums, employee interactions, consultation meetings, and other engagement platforms provide opportunities to discuss workplace initiatives, operational improvements, occupational health and safety, employee well-being, learning and development, and organizational priorities.

These engagement mechanisms support employee participation in workplace discussions, encourage the exchange of ideas and feedback, and strengthen collaboration across the organization. By fostering transparent communication and constructive engagement, the Company continues to build a workplace culture founded on trust, mutual respect, and shared responsibility.

Measuring Progress in Labour Relations

Transpek continues to strengthen its labour relations practices by fostering constructive engagement, promoting employee participation, and maintaining transparent communication across the organization.

Through employee representation, consultation mechanisms, and collaborative workplace practices, the Company seeks to enhance workforce engagement while supporting a positive, inclusive, and respectful work environment.

Labour Relations Performance

Performance Indicator	FY 2023-24	FY 2024-25	FY 2025-26
Employee representatives	0.03 %	0.04%	0.03 %

Fostering a Speak-up Culture (GRI 2-25 | GRI 2-26 | GRI 406-1 | GRI 408-1 | GRI 409-1)

Transpek Industry Limited is committed to fostering a workplace built on integrity, respect, and accountability by providing appropriate channels for employees and relevant stakeholders to raise concerns related to human rights, child labour, forced labour, human trafficking, discrimination, harassment, retaliation, or other workplace-related matters. Grievance reporting mechanisms are communicated through Company policies, employee induction programmes, awareness initiatives, and internal communication channels to ensure they remain accessible to all relevant stakeholders. The Company encourages the reporting of concerns in good faith and is committed to maintaining confidentiality throughout the grievance process. All reported matters are reviewed through an impartial investigation process, and individuals raising concerns are protected from retaliation.

Where concerns are substantiated, appropriate corrective and remedial actions are implemented based on the nature and severity of the issue. Corrective measures may include immediate protection of affected individuals, policy reinforcement, awareness programmes, disciplinary action where appropriate, strengthening of internal controls, and implementation of corrective and preventive actions. The effectiveness of remediation measures is periodically monitored through follow-up reviews to support continual improvement, strengthen ethical workplace practices, and reinforce the Company's commitment to human rights and responsible business conduct.



Employee Well-being

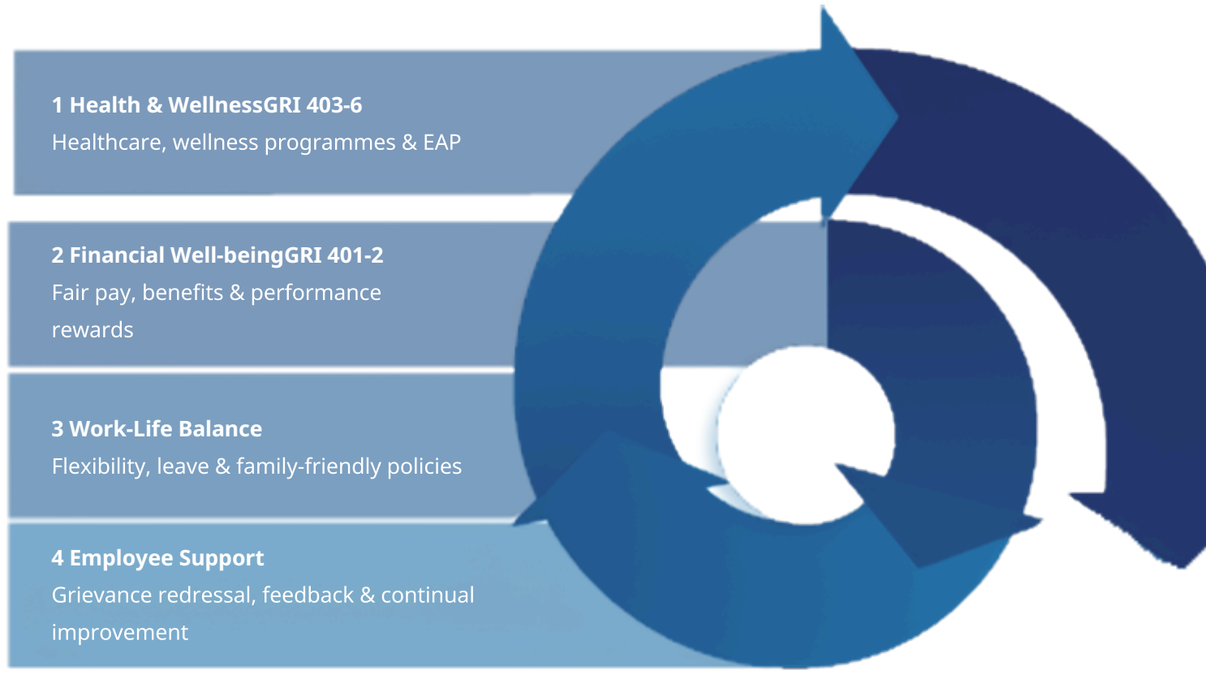
(GRI 2-29 | GRI 401-2 | GRI 403-6)

Fostering a Healthy, Supportive and Balanced Workplace (GRI 2-29)

At Transpek Industry Limited, employee well-being is an integral part of building a resilient, engaged, and future-ready workforce. The Company recognizes that a supportive workplace enables employees to contribute effectively while fostering long-term professional satisfaction and personal well-being. Guided by its core values of Integrity, Excellence, Sustainability, and Safety, Transpek is committed to creating a work environment that encourages respect, collaboration, inclusion, and mutual trust.

Our approach to employee well-being extends beyond workplace safety to encompass physical, mental, social, and financial well-being. Through equitable workplace practices, employee benefits, wellness initiatives, flexible work arrangements, and responsive support systems, the Company strives to create an inclusive workplace that promotes employee engagement, productivity, and long-term organizational success.

Employee Well-being Framework (GRI 401-2 | GRI 403-6)



Supporting Employee Health and Wellness (GRI 403-6)

Transpek promotes employee well-being through initiatives that encourage healthy lifestyles and provide support for both physical and mental wellness.

Recognizing that employees perform at their best when they are healthy and supported, the Company provides a range of facilities and programmes designed to enhance their overall well-being.

Employees have access to subsidized gym memberships and onsite fitness programmes that encourage regular physical activity and healthier lifestyles.

Appropriate workplace ergonomics are promoted to improve employee comfort and reduce physical strain.

The Company also provides access to an Employee Assistance Programme (EAP), offering confidential support for employees seeking assistance with personal or work-related concerns. In addition, eligible employees receive healthcare benefits through statutory and Company-sponsored medical coverage programmes, which may include hospitalization support, preventive health check-ups, occupational health services, and other employee welfare benefits in accordance with Company policies.

Together, these initiatives strengthen employee health, well-being, and workplace engagement while supporting a healthier, more productive, and resilient workforce.

Employee Benefits, Fair Rewards and Financial Well-being (GRI 401-2)

Transpek provides employees with a structured remuneration and benefits framework designed to promote financial security, recognize individual contributions, and maintain equitable employment practices.

The Company's remuneration framework comprises fixed salary, performance-linked incentives, statutory benefits, and other employment-related benefits in accordance with applicable laws and Company policies.

Compensation practices are based on merit, responsibilities, experience, skills, and performance while supporting internal equity and external competitiveness.

The Company periodically reviews employee compensation by considering statutory wage requirements, prevailing industry practices, market benchmarks, business performance, inflationary trends, and cost-of-living considerations to help ensure that remuneration remains fair and competitive.

Where employees are required to work beyond their contractual or scheduled working hours, overtime is managed through established approval procedures and compensated in accordance with applicable labour laws and Company policy through statutory overtime payments or other approved arrangements, where applicable.

To promote transparency, employees receive clear information regarding salary structures, statutory benefits, incentive programmes, overtime payments, leave entitlements, and other remuneration components through appointment letters, employment policies, induction programmes, the Human Resources portal, and ongoing HR communications.

Employees can conveniently access salary information, leave balances, performance records, and other employment-related information through the Human Resources portal.

Where appropriate, the Company periodically evaluates its remuneration practices against relevant external benchmarks, including recognized living wage methodologies, to support the continual improvement of compensation practices and employee well-being.

Enabling Work-Life Balance (GRI 401-2)

Transpek recognizes the importance of helping employees balance their professional responsibilities with personal commitments while maintaining operational effectiveness.

The Company promotes a supportive work environment through flexible work arrangements, where operationally feasible, leave benefits, and family-friendly policies that contribute to employee well-being and long-term engagement.

Standard working hours are established in accordance with applicable labour legislation and Company policies.

Working hours, overtime, and attendance are monitored through established systems to promote compliance with statutory requirements and responsible workforce management. Employees receive prescribed rest intervals, weekly off days, and leave entitlements.

The Company also provides a comprehensive leave framework that supports employees during different stages of their personal and professional lives. Eligible employees are entitled to annual leave, casual leave, sick leave, marriage leave, and other statutory leave benefits in accordance with Company policies.

Family-friendly workplace practices further support employees in managing caregiving responsibilities, personal commitments, and significant life events, contributing to a more inclusive, supportive, and balanced working environment.

Listening, Supporting and Responding (GRI 2-29)

Transpek believes that employee well-being is strengthened through open communication, accessible support systems, and opportunities for employees to express their views. The Company encourages a culture of transparency, mutual respect, and constructive dialogue by providing employees with multiple channels to seek guidance, share feedback, and raise workplace-related concerns.

Employees have access to Human Resources for guidance on workplace matters, employment policies, remuneration, employee benefits, and career-related enquiries. Multiple communication channels are available to facilitate timely support, information sharing, and effective collaboration across the organization. The Company maintains a formal grievance mechanism through which employees can confidentially raise concerns related to working conditions, working hours, remuneration, benefits, workplace behaviour, health and safety, discrimination, harassment, or other employment-related matters. Grievances may be reported through supervisors, Human Resources, management, or other designated reporting channels.

All concerns are handled fairly, impartially, and confidentially in accordance with established procedures. The Company is committed to protecting employees from retaliation for reporting concerns in good faith and periodically reviews grievance trends to strengthen workplace practices and enhance the overall employee experience. Employee feedback is also gathered through employee engagement initiatives, the Great Place to Work survey, satisfaction surveys, suggestion mechanisms, departmental interactions, and other appropriate feedback channels. These mechanisms provide employees with opportunities to share their perspectives and contribute to the continual improvement of workplace practices, employee engagement, and the overall employee experience.

Employee Well-being Performance

The Company periodically reviews the effectiveness of its employee well-being programmes through employee engagement, welfare initiatives, workplace support mechanisms, and continuous feedback. These indicators support the evaluation of employee well-being practices while identifying opportunities for continual improvement and enhancing the overall employee experience.

Performance Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Direct Employees Paid Below Living Wage	%	0%	0%	0%
Direct Employees Covered by Living Wage Benchmarking Analysis	%	100%	100%	100%
Pay Ratio (Highest-paid Employee to Median Employee)	Ratio / %	9.9:1	9.6:1	11.3:1

Employee well-being remains a cornerstone of Transpek's people philosophy. By integrating wellness initiatives, healthcare benefits, fair remuneration, transparent reward practices, flexible work arrangements, family-friendly policies, structured employee support systems, and open communication channels, the Company strives to create a workplace where employees can thrive personally and professionally.

Transpek remains committed to continuously strengthening its employee experience by fostering an inclusive, respectful, and supportive work environment that promotes employee engagement, well-being, operational excellence, and sustainable organizational growth.



Occupational Health & Safety

(GRI 403)

Safety at the Core of Our Operations (GRI 403-1)

At Transpek Industry Limited, Environment, Health & Safety (EHS) is a core business priority and an integral part of responsible manufacturing. Operating in the specialty chemicals industry, the Company is committed to conducting its operations in a manner that safeguards the health and safety of employees, contractors, visitors, customers, and neighbouring communities while minimizing environmental impacts. This commitment is reinforced through responsible manufacturing practices, regulatory compliance, operational excellence, and a strong culture of safety embedded across the organization.

Recognizing the inherent risks associated with specialty chemical manufacturing, Transpek integrates occupational health and safety considerations throughout its operations to support the safe handling, storage, transportation, use, and disposal of chemical products. Guided by its Responsible Care® philosophy and Environment, Health & Safety (EHS) framework, the Company continually strengthens workplace safety through preventive risk management, employee awareness, engineering controls, scientific evaluation, and continual improvement. By embedding safety into everyday operations and promoting shared responsibility across the value chain, Transpek remains committed to protecting people, safeguarding the environment, and supporting sustainable business growth.

Building a Safe and Resilient Workplace (GRI 403-1 | GRI 403-2)

Transpek adopts a proactive and risk-based approach to occupational health and safety by identifying workplace hazards, implementing preventive controls, and continuously improving operational practices.

The Company recognizes that effective risk management begins with understanding the potential health and safety impacts associated with specialty chemical manufacturing and integrating appropriate controls throughout the operational lifecycle.

Significant occupational risks such as chemical exposure, toxic fumes and gas leaks, and fire and explosion hazards are systematically managed through established operating procedures, engineering controls, and employee awareness programmes.

Safety considerations are integrated into manufacturing activities to ensure the responsible handling, storage, transportation, use, and disposal of chemical products while minimizing workplace risks and protecting employees, contractors, and the surrounding environment.

To strengthen workplace safety, Transpek undertakes chemical safety studies, rigorous product testing, and lifecycle assessments to better understand the health and environmental impacts associated with its products and manufacturing processes.

Engineering improvements further reinforce the Company's preventive approach. Advanced containment systems, enhanced ventilation arrangements, process optimization, and strengthened personal protective equipment (PPE) protocols help reduce workplace exposure to hazardous chemicals while improving operational safety and environmental performance.

Preventive maintenance, equipment reliability programmes, and continuous evaluation of manufacturing processes further contribute to minimizing operational risks before they occur.

Where enhanced ventilation systems, strengthened PPE protocols, and specialized employee training were implemented following risk assessments.

According to the Company's Health & Safety programme, demonstrating the effectiveness of combining engineering controls with operational improvements and workforce competency.

Strengthening Safety Through Awareness & Competency (GRI 403-4 | GRI 403-5)

Transpek believes that a strong safety culture is built through continuous learning, active participation, and shared responsibility. The Company regularly conducts structured health and safety awareness programmes to strengthen understanding of workplace hazards and reinforce responsible manufacturing practices among employees, contractors, customers, and other stakeholders.

Training programmes focus on the safe handling, storage, transportation, use, and disposal of specialty chemical products while providing practical guidance on chemical safety, spill response procedures, emergency response, safe operating practices, and the appropriate use of personal protective equipment (PPE).

Practical demonstrations, on-site training sessions and expert-led programmes further enhance employee competency and operational preparedness across manufacturing facilities.

To promote consistency in safety practices, comprehensive Safety WI Manuals and product guidelines are provided with relevant products. These documents include information on product hazards, handling requirements, storage conditions, emergency response measures, first-aid guidance, and recommended protective measures, enabling employees and customers to safely manage products throughout their lifecycle.

Safety awareness extends beyond the Company's operations through technical guidance, customer support, and online knowledge-sharing initiatives that promote responsible chemical management across the value chain. By encouraging continuous learning and collaboration, Transpek reinforces a culture where safety remains a shared responsibility across all stakeholders.

The effectiveness of these initiatives is reflected in the Company's Health & Safety programme, under which more than 500 employees and contractors received hazardous chemical handling training.

Advancing Occupational Health & Safe Operations (GRI 403-3 | GRI 403-6)

Protecting employee health remains an essential component of Transpek Industry Limited's Environment, Health & Safety (EHS) framework. The Company adopts a preventive approach to occupational health by continuously evaluating workplace risks, reducing employee exposure to hazardous substances, and strengthening operational practices that promote a safe and healthy working environment.

Research and Development (R&D) and Process Safety Team plays an important role in supporting occupational health & safety by undertaking chemical safety studies, rigorous product testing, and lifecycle assessments to evaluate the health and environmental impacts associated with specialty chemical products and manufacturing processes. The findings from these evaluations support continual improvements in product safety, responsible product stewardship, and workplace safety while enabling informed operational decisions.

The Company further strengthens employee protection through engineering improvements designed to minimize occupational exposure. Advanced containment systems, enhanced ventilation arrangements, help reduce emissions and strengthened engineering controls & personal protective equipment (PPE) as per PPE Matrix improve workplace safety across manufacturing operations.

Advanced containment systems, enhanced ventilation arrangements, and strengthened personal protective equipment (PPE) protocols help reduce emissions and improve workplace safety across manufacturing operations.

Emergency preparedness is integrated into operational practices to enable employees to respond effectively to potential workplace incidents. Practical training, spill response guidance, emergency procedures, and established safety protocols strengthen operational preparedness and promote safe handling of hazardous chemicals.

These measures enhance workforce readiness while contributing to the protection of employees, facilities, neighbouring communities, and the environment. Together, preventive health measures, engineering controls, and emergency preparedness reinforce Transpek's commitment to maintaining a safe, resilient, and responsible workplace.

Responsible Product Stewardship & Customer Safety

Transpek's commitment to occupational health and safety extends beyond its manufacturing facilities through responsible product stewardship and proactive customer engagement. The Company supports customers and other stakeholders by providing technical guidance and product safety information that promotes the responsible handling of specialty chemical products throughout their lifecycle.

Comprehensive Safety WI Manuals and product documentation accompany relevant products, providing guidance on product hazards, safe handling practices, storage requirements, transportation, emergency response measures, recommended personal protective equipment, and environmentally responsible disposal practices.

These resources enable customers and business partners to manage products safely while supporting regulatory compliance and responsible chemical management.

In addition to product documentation, the Company provides technical support and safety guidance to strengthen customer awareness of evolving safety requirements and best practices.

Through ongoing engagement and knowledge sharing, Transpek encourages the safe use, storage, transportation, and end-of-life management of its products, reinforcing responsible product stewardship across the value chain.

Driving Continuous Improvement in Safety Performance

Continuous improvement remains central to Transpek Industry Limited's occupational health and safety philosophy.

The Company continually evaluates opportunities to strengthen workplace safety through scientific research, technological innovation, engineering improvements, and responsible manufacturing practices.

Research and Development activities continue to support improvements in chemical safety, product performance, and environmental stewardship through ongoing chemical safety studies, rigorous testing programmes, and lifecycle assessments.

These initiatives help identify opportunities to enhance manufacturing practices, reduce occupational risks, and strengthen responsible chemical management.

Engineering improvements, including advanced containment systems, enhanced ventilation arrangements, and improved process controls, continue to reduce workplace exposure while improving operational reliability and environmental performance.

The Company also evaluates cleaner production techniques and sustainable technologies that support safer manufacturing processes and responsible resource utilization.

Beyond operational improvements, Transpek continues to collaborate with customers by providing technical guidance and promoting responsible product stewardship throughout the product lifecycle.

These collaborative efforts contribute to safer product use while supporting long-term environmental protection and sustainable industrial development.

Through continuous innovation, operational excellence, and responsible business practices, the Company remains committed to strengthening workplace safety, protecting people and the environment, and creating long-term value for all stakeholders.

Performance Highlights

The Company's Health & Safety initiatives have delivered measurable improvements in workplace safety and operational performance.

Occupational Health & Safety Performance

Performance Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Work-related Incidents	No.	36	30	28
Work-related Fatalities	No.	0	0	0
Operational Sites Assessed for Occupational Health & Safety Risks	%	100%	100%	100%
Days Lost Due to Work-related Injuries, Ill Health and Fatalities	Days	0	90	464
Health & Safety Training Conducted	%	100%	100%	100%



Learning & Development

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

Building Future-Ready Talent (GRI 404-2)

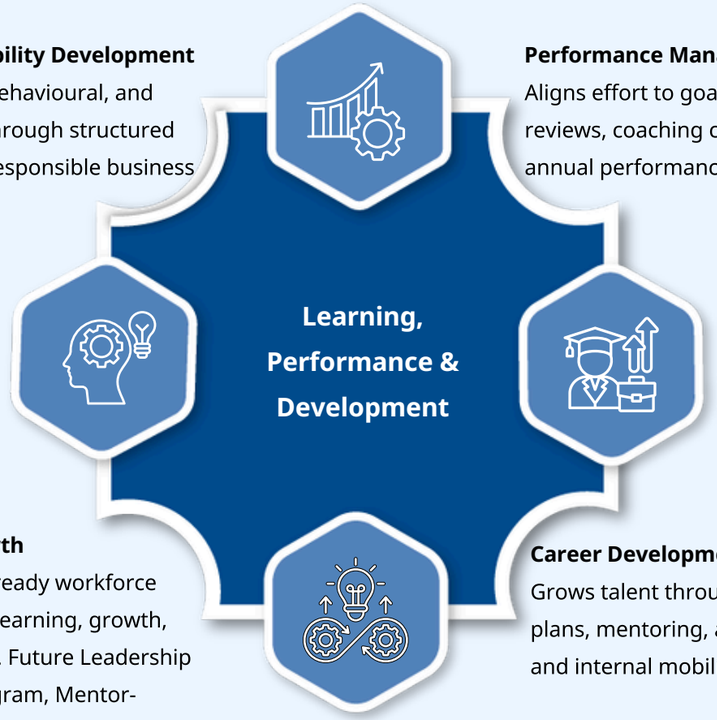
At Transpek Industry Limited, continuous learning and performance excellence are fundamental to building a skilled, adaptable, and future-ready workforce. The Company believes that employee growth is driven through a combination of structured learning, regular performance feedback, and meaningful career development opportunities that align individual aspirations with business objectives.

By fostering a culture of continuous improvement, accountability, and lifelong learning, Transpek strengthens technical expertise, professional competencies, leadership capabilities, workplace safety, ethical conduct, and sustainability awareness, enabling employees to contribute effectively to operational excellence, innovation, and long-term business growth.

Learning, Performance & Development Framework
(GRI 404-1 | GRI 404-2 | GRI 404-3)

Learning & Capability Development
Builds technical, behavioural, and leadership skills through structured onboarding and responsible business training.

Performance Management
Aligns effort to goals through regular reviews, coaching conversations, and annual performance evaluation.



Continuous Growth
Sustains a future-ready workforce through ongoing learning, growth, and improvement. Future Leadership development program, Mentor-Mentee Program

Career Development
Grows talent through development plans, mentoring, and cross-functional and internal mobility opportunities.

Developing Capabilities Through Continuous Learning (GRI 404-1 | GRI 404-2)

Transpek provides structured learning programmes that strengthen employees' technical, functional, behavioural, and leadership capabilities throughout their professional journey. Learning initiatives are designed to enhance role-specific competencies while preparing employees to respond effectively to evolving business, operational, and industry requirements.

Structured induction and orientation programmes help new employees integrate into the organisation by familiarising them with the Company's values, workplace expectations, safety practices, policies, and responsible business principles. Throughout their careers, employees continue to enhance their capabilities through classroom sessions, on-the-job learning, mentoring, coaching, digital learning platforms, and practical workplace exposure.

Learning programmes encompass technical excellence, communication, teamwork, problem-solving, adaptability, quality management, regulatory compliance, environmental stewardship, occupational health and safety, business ethics, information security, human rights, diversity and inclusion, and other responsible business practices, reinforcing both individual development and organisational capability.

Awareness & Capability Building (GRI 404-2 | GRI 406-1)

Beyond technical and professional development, Transpek strengthens workplace culture through regular awareness and capability-building initiatives that reinforce integrity, respect, and responsible workplace behaviour. Employees are periodically informed about the Company's Code of Conduct, workplace policies, and ethical standards, promoting accountability, fairness, and mutual respect across the organisation.

Employee induction programmes, refresher sessions, and policy awareness initiatives enhance understanding of discrimination prevention, anti-harassment practices, workplace ethics, and expected behavioural standards. These programmes also familiarise employees with the Company's grievance mechanisms and reporting channels, encouraging employees to raise concerns confidently and responsibly. The Company further promotes diversity, equity, and inclusion through awareness programmes that encourage employees to value diverse perspectives, recognise unconscious bias, and foster inclusive decision-making. Together, these initiatives strengthen collaboration, reinforce a respectful workplace culture, and support Transpek's commitment to an equitable and inclusive work environment.

Driving Performance Through Continuous Feedback (GRI 404-3)

Performance management at Transpek is designed to align individual contributions with departmental priorities and organisational objectives while supporting employee development through regular dialogue and constructive feedback.At the beginning of each performance cycle, employees and reporting managers collaboratively establish performance objectives and key responsibilities. Throughout the year, periodic performance discussions provide opportunities to review progress, recognise achievements, identify development needs, and strengthen both technical and behavioural competencies.

Annual performance evaluations assess business outcomes alongside professional competencies, providing a balanced approach to performance assessment while supporting informed decisions related to employee development, recognition, and career progression.

Enabling Career Growth & Internal Mobility (GRI 404-2 | GRI 404-3)

Career development forms an integral part of Transpek's people development philosophy. Employees are encouraged to discuss their career aspirations, strengths, development areas, and future opportunities with their managers, enabling the creation of individual development priorities aligned with business needs. The Company supports career progression through mentoring, coaching, role-specific capability-building programmes, practical learning opportunities, and structured development initiatives. Wherever suitable opportunities exist, qualified employees are encouraged to pursue internal career opportunities before external recruitment is considered, supporting vertical growth, cross-functional exposure, succession readiness, and knowledge retention across the organisation.

Strengthening a Future-Ready Workforce (GRI 404-2)

Transpek continues to strengthen workforce capability by embedding continuous learning, performance excellence, and career development into its people practices. Through structured learning programmes, regular performance reviews, capability-building initiatives, and career development opportunities, the Company fosters a competent, responsible, and future-ready workforce equipped to support sustainable business growth, operational excellence, and long-term organisational success.

Learning, Performance & Career Development Performance

Performance Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Average Training Hours per Employee	Hours	10.5	16.87	14.11
Employees Trained on Career Management & Skill Development	%	53%	62%	75%
Employees Receiving Regular Performance & Career Development Reviews	%	100%	100%	100%



Diversity, Equity & Inclusion

(GRI 2|GRI 405 |GRI 406)

Diversity, Equity & Inclusion Framework

Transpek Industry Limited is committed to fostering a workplace where every employee is treated with dignity, fairness and respect. The Company believes that a diverse workforce, supported by an inclusive culture, strengthens innovation, collaboration and long-term business resilience while creating an environment where individuals can contribute to their fullest potential.

Guided by its values of integrity, accountability and mutual respect, the Company integrates diversity, equity and inclusion across the employee lifecycle, from talent acquisition and career development to workplace conduct, employee engagement and leadership development. Through its people policies and ethical business practices, Transpek promotes equal opportunity, values diverse perspectives and fosters a workplace founded on fairness, respect and inclusion.

Fair Employment Practices (GRI 2-24 | GRI 405-1 | GRI 406-1)

Equal Opportunity Employment

Transpek provides equal employment opportunities to all employees and prospective candidates without discrimination based on gender, age, religion, caste, ethnicity, disability, marital status, nationality or any other characteristic protected under applicable laws. Employment decisions are guided by merit, competence, qualifications and business requirements, ensuring fair, transparent and merit-based employment practices throughout the employee lifecycle.

Advancing Equal Opportunity

Beyond equitable hiring, the Company seeks to create an environment where employees have access to learning, career progression and leadership opportunities based on demonstrated capability and performance. Employee engagement initiatives, structured learning programmes, leadership interactions and regular performance discussions encourage collaboration, capability development and continuous professional growth while fostering a culture of trust and inclusion.

Responsible Talent Acquisition

Transpek adopts a transparent, structured and competency-based recruitment process to attract and retain qualified talent. Recruitment and selection decisions are based on objective criteria, including educational qualifications, professional experience, technical competencies and role-specific requirements, ensuring consistency and fairness throughout the hiring process. Structured evaluation processes support objective decision-making, minimise bias and promote fair employment opportunities for both internal and external candidates.

Equitable Growth and Career Development

The Company believes that continuous learning and equitable career advancement are essential to building a future-ready workforce. Employees are provided with opportunities to enhance their technical, functional and behavioural competencies through structured learning programmes, on-the-job development and regular performance feedback.

Career progression, internal mobility and promotion decisions are guided by transparent performance evaluation processes that consider demonstrated competencies, individual achievements, leadership potential and business requirements. By maintaining objective and merit-based development practices, Transpek provides equitable opportunities for employees to realise their professional aspirations while contributing to organisational success.

Fair and Equitable Compensation

Transpek is committed to maintaining a remuneration framework that is fair, equitable and aligned with the principles of performance, responsibility and market competitiveness. Compensation practices are designed to recognise employee contributions while supporting consistency across comparable roles and responsibilities. Compensation practices are periodically reviewed to support internal consistency, market competitiveness and equitable remuneration across comparable roles and responsibilities, reinforcing objective and transparent compensation practices that contribute to employee motivation, engagement and long-term retention.

Performance Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Employees trained on Diversity, Equity & Inclusion	%	1.67%	19.37%	25%
Employees trained on Prevention of Discrimination & Harassment	%	11.17 %	32.72 %	34.40 %
Complaints related to Discrimination	No.	0	0	0
Complaints related to Sexual Harassment	No.	0	0	0
Gender balance at Executive level (Women to Men %)	%	12.35 %	11.87%	9.52 %
Gender balance at top level (Women to Men %)	%	5.40 %	5.55 %	5.88
Gender balance at Board (Women to Men %)	%	8.33 %	9.1 %	9.1 %

Inclusive Workplace (GRI 405-1 | GRI 406-1)

1 **Building an Inclusive Workplace**

Transpek promotes an inclusive workplace where employees are respected, valued and provided with equal opportunities to participate, develop and succeed irrespective of their backgrounds or personal characteristics. The Company encourages collaboration, open communication and respect for diverse perspectives, enabling employees to contribute meaningfully to organisational growth.

2 **Gender Diversity & Inclusion**

The Company is committed to fostering a workplace that supports gender diversity by providing equal opportunities for recruitment, development, leadership participation and career advancement based on merit and capability.

3 **Inclusion of Employees with Disabilities**

Transpek is committed to creating a workplace that enables employees of diverse abilities to participate effectively and contribute meaningfully to organisational success. Wherever appropriate, workplace infrastructure, facilities and work practices are designed to improve accessibility and accommodate individual needs, enabling employees to perform their responsibilities safely, comfortably and effectively.

4 **Accessible and Supportive Work Environment**

The Company continually strengthens workplace accessibility by promoting an environment that supports employee well-being, dignity and equal participation. Awareness and sensitivity towards diversity and inclusion are encouraged across the organisation to foster a culture where every individual feels respected, supported and empowered.

Respectful Workplace Culture (GRI 406-1)

- **Respectful Workplace Framework**

  Transpek is committed to maintaining a workplace founded on integrity, professionalism, mutual respect and ethical conduct. The Company maintains zero tolerance towards discrimination, harassment and any form of inappropriate behaviour, ensuring that every employee can work in an environment that is safe, inclusive and free from intimidation.

- **Anti-discrimination and Anti-harassment Practices**

  Human Resources policies and the Company's Code of Conduct establish clear expectations regarding respectful workplace behaviour and equal treatment. Employees are encouraged to report concerns through established grievance and reporting mechanisms, enabling concerns to be addressed confidentially, fairly and in a timely manner.

  Appropriate procedures for reporting, investigation and corrective action help reinforce accountability while safeguarding employees from discrimination, harassment and workplace misconduct.

Employee Participation & Engagement (GRI 2-29 | GRI 401-3 | GRI 405-1)

Employee Engagement and Support Networks

Transpek fosters an inclusive workplace culture by encouraging employee engagement, collaboration and meaningful participation across the organisation. Employee engagement initiatives, wellness programmes, cultural celebrations, team interactions, leadership dialogues and communication forums provide opportunities for employees to build stronger workplace relationships and promote a sense of belonging. The Company maintains accessible communication and grievance mechanisms that enable employees to share feedback, seek guidance and raise concerns in a fair, confidential and transparent manner. Open dialogue and employee participation strengthen organisational trust while supporting continuous improvement and employee well-being.

Diversity, Equity & Inclusion Performance

Transpek continues to strengthen its diversity, equity and inclusion framework by embedding fair employment practices, responsible talent management, equitable career development, accessible workplaces and respectful workplace behaviours across its operations. Through transparent people practices, structured policies, employee awareness programmes and active engagement initiatives, the Company reinforces an inclusive organisational culture where individuals are empowered to grow, contribute and succeed. Continuous review of its people practices supports responsible human capital management and reflects Transpek's commitment to creating a workplace built on fairness, inclusion and sustainable organisational excellence.

Diversity, Equity & Inclusion Performance

Performance Indicator	FY 2023-24	FY 2024-25	FY 2025-26
Women Employees	4.84%	4.78%	3.97%
Women in Leadership Roles	8.33%	9.1%	9.1%
Employees with Disabilities	1.54%	1.44%	1.18%
Confirmed Cases of Discrimination	0	0	0
Confirmed Cases of Harassment	0	0	0



Human Rights & Ethical Workplace

(GRI 2 | GRI 406 | GRI 408 | GRI 409)

Our Human Rights Commitment

Responsible Employment Practices (GRI 2-25 | GRI 2-24 | GRI 412-1 | GRI 414-2)

Strengthening Human Rights Due Diligence

Transpek integrates human rights considerations into its enterprise risk management and operational governance processes to proactively identify, assess and manage potential risks associated with labour practices, workplace conduct and business relationships. Human rights considerations form part of periodic reviews of operational activities, workforce practices and contractor engagement, enabling the Company to identify areas requiring enhanced oversight and preventive action.

Risk assessments consider operational context, workforce composition, contractor engagement, regulatory requirements and applicable labour standards to evaluate potential human rights impacts and their significance. This structured approach supports timely implementation of mitigation measures while strengthening responsible business practices across the organisation.

Responsible Hiring Practices

The Company follows a transparent, structured and merit-based recruitment process that promotes ethical employment practices and equal opportunity for all prospective employees. Recruitment decisions are based on competence, qualifications, experience and business requirements while ensuring compliance with applicable labour laws and responsible employment principles. Prior to employment, identity and age verification are completed using officially recognised documents to confirm statutory eligibility for employment and compliance with minimum legal working age requirements. In addition, appropriate due diligence is undertaken while engaging recruitment agencies and labour service providers to encourage ethical recruitment practices, transparent employment conditions and fair treatment of workers throughout the recruitment process.

Preventing Human Rights Risks (GRI 408-1 | GRI 409-1 | GRI 410-1)



Responsible Employment Practices

Transpek maintains zero tolerance towards child labour, forced labour, bonded labour, compulsory labour and all forms of human trafficking across its operations. Employment practices are aligned with applicable legislation and internationally recognised labour principles, ensuring that every individual engaged by the Company is treated fairly, ethically and with dignity. The Company expects employees, contractors and business partners to uphold these principles while maintaining a workplace free from exploitative labour practices and human rights violations.



Safeguarding Employee Rights

Transpek is committed to protecting the rights, dignity and freedom of every employee by maintaining employment practices founded on fairness, transparency and respect for individual liberties. Employees retain control over their personal identification documents throughout their employment, and the Company does not require the surrender or retention of original identification documents as a condition of employment. Where document verification is required for statutory or administrative purposes, documentation is reviewed, recorded where necessary and promptly returned to employees. These practices reinforce employee autonomy while safeguarding individual rights throughout the employment relationship.



Responsible Security Practices

Security arrangements at Company locations are designed to protect employees, visitors and business assets while respecting human rights and individual dignity. Security personnel are expected to discharge their responsibilities professionally, proportionately and in accordance with applicable laws, internal procedures and ethical standards. The Company promotes responsible security practices by communicating expected standards of conduct and encouraging security personnel to exercise their responsibilities appropriately, ensuring that workplace safety measures do not compromise the rights, dignity or freedom of employees and other stakeholders.



Building Human Rights Awareness (GRI 404-2 | GRI 408-1 | GRI 409-1)

Human Rights Awareness

Transpek reinforces responsible employment practices through employee induction programmes, periodic awareness initiatives and regular communication of its Code of Conduct, Human Resources policies and ethical standards. These initiatives strengthen employee understanding of human rights principles, responsible workplace behaviour and organisational expectations relating to child labour, forced labour, human trafficking and ethical employment practices.

Human rights principles are also integrated into awareness programmes covering ethics, equal opportunity, workplace respect, anti-discrimination and responsible business conduct. Regular communication and learning initiatives help employees understand their rights, responsibilities, reporting mechanisms and expected standards of professional conduct while fostering a workplace culture built on integrity, accountability and mutual respect.

Monitoring & Compliance (GRI 2-26 | GRI 2-27 | GRI 412-1)

Monitoring Human Rights Compliance

Transpek maintains governance mechanisms that support continuous monitoring of compliance with its Human Resources policies, Code of Conduct, applicable labour regulations and ethical business practices. Human rights considerations are integrated into internal controls, management oversight processes and routine operational reviews to support the early identification, assessment and mitigation of potential concerns.

Employees have access to established grievance procedures, whistleblower channels and reporting mechanisms that enable concerns to be raised confidentially and without fear of retaliation. Periodic review of internal controls and management processes supports continual improvement while strengthening accountability and responsible human rights management across the organisation.

Stakeholder Engagement (GRI 2-29 | GRI 412-1 | GRI 414-2)

Engaging Stakeholders on Human Rights

Transpek recognises that meaningful stakeholder engagement strengthens responsible business conduct and supports the identification and management of potential human rights risks. The Company maintains ongoing engagement with employees, contractors, recruitment partners, business partners and other relevant stakeholders through communication platforms, workplace dialogue, contractor interactions, grievance mechanisms and established feedback channels.

Feedback received through these engagement mechanisms contributes to strengthening employment practices, enhancing due diligence processes and supporting continuous improvement in human rights management. This collaborative approach reinforces the Company's commitment to ethical operations, responsible employment and sustainable value creation.

Human Rights Performance

Transpek continues to strengthen its human rights framework by embedding responsible employment practices, ethical recruitment, labour rights protection and structured due diligence across its operations.

Through robust governance mechanisms, internal controls, responsible business partnerships, employee awareness initiatives and continuous monitoring, the Company seeks to identify, prevent and mitigate potential human rights risks while fostering a workplace founded on dignity, fairness, respect and accountability.

These efforts reinforce Transpek's commitment to responsible business conduct, regulatory compliance and sustainable organisational growth.

Performance Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Employees Verified Against Minimum Legal Working Age Prior to Employment	%	100	100	100
Operational Sites Assessed for Human Rights Risks	%	100%	100%	100%
Confirmed Child Labour Incidents	No.	0	0	0
Confirmed Forced Labour Incidents	No.	0	0	0
Confirmed Human Trafficking Incidents	No.	0	0	0



Employee Engagement

(GRI 2-29 | GRI 2-30 | GRI 404-2)

Building an Engaged Workforce (GRI 2-29)

Transpek Industry Limited recognises that an engaged workforce is fundamental to operational excellence, responsible business conduct, and sustainable growth. The Company is committed to fostering a workplace culture built on open communication, mutual respect, collaboration, and continuous learning. Through structured communication, employee participation, awareness programmes, and capability development initiatives, Transpek encourages employees to contribute to organisational success while upholding the Company's values and ethical standards.

Strengthening Communication & Employee Connect (GRI 2-29)

Employee Communication

The Company promotes transparent communication to ensure employees remain informed about workplace policies, operational practices, organisational expectations, and important business updates. Timely communication supports alignment across the organisation while reinforcing accountability and responsible workplace behaviour.

Leadership Communication

Transpek encourages open communication across all levels of the organisation, enabling constructive interactions between management and employees. This approach supports transparency, strengthens workplace relationships, and promotes a culture of trust and mutual respect.

Internal Communication

The Company communicates important information relating to workplace safety, environmental stewardship, business ethics, human rights, information security, and organisational policies through established internal communication channels, helping employees remain informed about matters relevant to their roles and responsibilities.

Employee Awareness Initiatives

Regular awareness programmes are conducted to strengthen employee understanding of occupational health and safety, environmental sustainability, ethics, anti-corruption, diversity and inclusion, human rights, and cybersecurity. These initiatives reinforce responsible workplace behaviour and support compliance with organisational policies and applicable regulations.

Encouraging Employee Participation (GRI 2-29 | GRI 2-30)

- **Employee Feedback**
  The Company encourages employees to raise concerns, communicate workplace issues, and provide constructive feedback through established grievance and reporting mechanisms. This promotes transparency, strengthens employee confidence, and supports continuous workplace improvement.
- **Employee Consultation & Participation**
  Employees are encouraged to actively participate in workplace discussions relating to safety, operational improvements, responsible business practices, and employee well-being. By promoting employee involvement, the Company fosters collaboration and shared responsibility for organisational performance.

Fostering a Collaborative Workplace Culture (GRI 2-29 | GRI 404-2)

Learning-led Employee Engagement

Continuous learning forms an integral part of Transpek's employee engagement approach. Employees participate in structured learning programmes covering technical competencies, workplace safety, environmental sustainability, ethics, human rights, diversity and inclusion, and information security, supporting continuous capability development across the organisation.

Collaboration & Knowledge Sharing

The Company encourages employees to work collaboratively, exchange knowledge, and contribute diverse perspectives across functions. This collaborative approach supports innovation, operational effectiveness, and continuous organisational improvement.

Values-driven Workplace

Transpek promotes a workplace culture founded on integrity, accountability, professionalism, inclusion, and mutual respect. Through its policies, Code of Conduct, and employee awareness initiatives, the Company encourages employees to uphold responsible business practices while contributing to a safe, ethical, and inclusive working environment.

Strengthening Employee Engagement

Transpek continues to strengthen employee engagement by promoting open communication, employee participation, continuous learning, and responsible workplace practices. Through ongoing awareness initiatives and collaborative engagement, the Company seeks to build a capable, motivated, and values-driven workforce that contributes to long-term organisational success and sustainable business growth

Community Development Initiatives

(GRI 203-1 | GRI 413-1)

Community Development Approach

Transpek Industry Limited is committed to creating long-term socio-economic value by contributing to the well-being of communities surrounding its operations. Guided by its Corporate Social Responsibility (CSR) Policy, the Company supports initiatives that promote inclusive development through interventions in healthcare, education, skill development, women empowerment, rural development, and community welfare. By working with experienced implementation partners, Transpek seeks to deliver sustainable outcomes that strengthen community resilience while supporting responsible and inclusive growth.

Community Engagement (GRI 413-1)

Meaningful engagement with local communities forms an integral part of Transpek's CSR approach. The Company undertakes community-focused initiatives that address local development priorities through collaborative implementation with recognised institutions and development organisations. Through these engagements, Transpek strives to strengthen relationships with neighbouring communities and contribute to their long-term social and economic development.

Key Community Development Programmes (GRI 413-1)

Transpek's CSR initiatives are centred around programmes that improve the quality of life and create sustainable development opportunities for communities.

- **Community Healthcare**
  The Company supports healthcare initiatives that seek to improve community well-being through need-based healthcare interventions and programmes that promote better access to health services.
- **Education Initiatives**
  Transpek contributes towards improving educational opportunities by supporting initiatives that enhance access to quality education and create a better learning environment for children and local communities.
- **Skill Development & Livelihood Enhancement**
  Recognising the importance of employability and self-reliance, the Company supports skill development initiatives that enhance vocational capabilities and contribute towards sustainable livelihood opportunities for individuals and communities.
- **Women Empowerment**
  The Company's CSR initiatives include programmes that promote women's empowerment by encouraging greater social and economic participation and supporting inclusive community development.
- **Rural Development**
  Transpek contributes to rural development through community-focused initiatives that improve the quality of life and support sustainable socio-economic development in neighbouring communities.

Environmental Awareness & Community Well-being

Complementing its environmental stewardship initiatives, the Company promotes awareness of responsible environmental practices and sustainable resource management through its broader sustainability approach, contributing to healthier communities and environmental well-being.

Partnerships for Social Impact (GRI 2-28 | GRI 413-1)

Transpek implements its CSR programmes through collaboration with experienced implementation agencies and community development organisations. The Company's principal implementation partner is Shroffs Foundation Trust, alongside collaborations with organisations including United Way of Vadodara, Shram Mandir Trust, Bal Bhavan, Shrujan, and the Vivekanand Research and Training Institute (VRTI). These partnerships enable the Company to implement sustainable programmes across healthcare, education, skill development, women empowerment, and community development.

Community Impact

Through its CSR initiatives and strategic partnerships, Transpek continues to support programmes that contribute to improved community well-being, educational opportunities, healthcare access, skill development, women's empowerment, and rural development. By focusing on long-term, need-based interventions, the Company seeks to create lasting social value while strengthening relationships with the communities surrounding its operations.



CSR Governance & Implementation

CSR Governance Framework (GRI 2-12 | GRI 2-23)

At Transpek Industry Limited, Corporate Social Responsibility (CSR) is embedded within the Company's philosophy of responsible and sustainable business. The Company recognises that business success extends beyond financial performance and is also reflected in its contribution towards social development, environmental stewardship and inclusive growth.

Guided by its core values of Customer Focus, Innovation, Passion to Win and Fair Play, Transpek adopts a long-term CSR approach focused on understanding community needs and implementing need-based initiatives that create meaningful and sustainable social value. The Company's CSR approach is aligned with the provisions of the Companies Act, 2013 and is implemented through its approved CSR Policy.

CSR Governance Structure (GRI 2-9 | GRI 2-12)

The governance of CSR at Transpek is guided by the Board of Directors through a dedicated Corporate Social Responsibility (CSR) Committee constituted in accordance with Section 135 of the Companies Act, 2013.
The CSR Committee is responsible for formulating and reviewing the CSR Policy, recommending CSR programmes and expenditure to the Board, and monitoring the implementation of approved initiatives. The Board provides overall oversight by reviewing the Committee's recommendations and ensuring that CSR activities are implemented in accordance with applicable statutory requirements and the Company's CSR objectives.

CSR Policy & Strategic Priorities (GRI 2-23 | GRI 3-3)

Transpek's CSR Policy focuses on creating sustainable and inclusive development by addressing key social priorities through long-term community engagement. The Company's vision is to contribute towards building a better quality of life for the weaker sections of society through innovative and sustainable interventions.

The Company's CSR initiatives primarily focus on:

- Health and preventive healthcare
- Education and quality learning
- Vocational training and skill development
- Women's empowerment
- Community development
- Safety and environmental awareness

The Company also promotes collaborative partnerships with government bodies, village institutions, non-governmental organisations, and other development agencies to maximise the effectiveness and reach of its CSR initiatives. These focus areas support national development priorities while contributing towards broader sustainable development objectives.

CSR Project Implementation (GRI 2-29 | GRI 3-3)

Transpek adopts a need-based approach to CSR, implementing initiatives directly and through specialised implementation agencies and partner organisations. Key interventions during the year covered education, vocational training, healthcare, access to government schemes and livelihood development.

Under the Education Support Programme, academic support was provided to more than 370 students from Classes I to X in and around Ekalbara, along with guidance for higher education. The Company's vocational training initiatives were implemented in collaboration with Aatapi Seva Foundation, Mahiti Trust, Mahavir Foundation Trust, Sai's Angels Foundation Trust and Shroffs Foundation Trust, with 480 trainees completing vocational and multi-skilling programmes.

Other initiatives included value and life-skills education through Sai's Angels Foundation and Ram Krishna Mission, Help Desks operated by Sai's Angels Foundation and Aatapi Seva Foundation to facilitate access to government schemes, and support to Unified Growth Foundation's Balmurti online magazine.

Through Shroffs Foundation Trust, the Company supported public health, healthcare, agriculture, animal husbandry and livelihood programmes across Chhota Udepur and Dediapada. These included health awareness programmes, 73 Arogya Shilpi health camps reaching 1,950 patients, healthcare services through Sharda Medical Centre and livelihood support for farmers and tribal households.

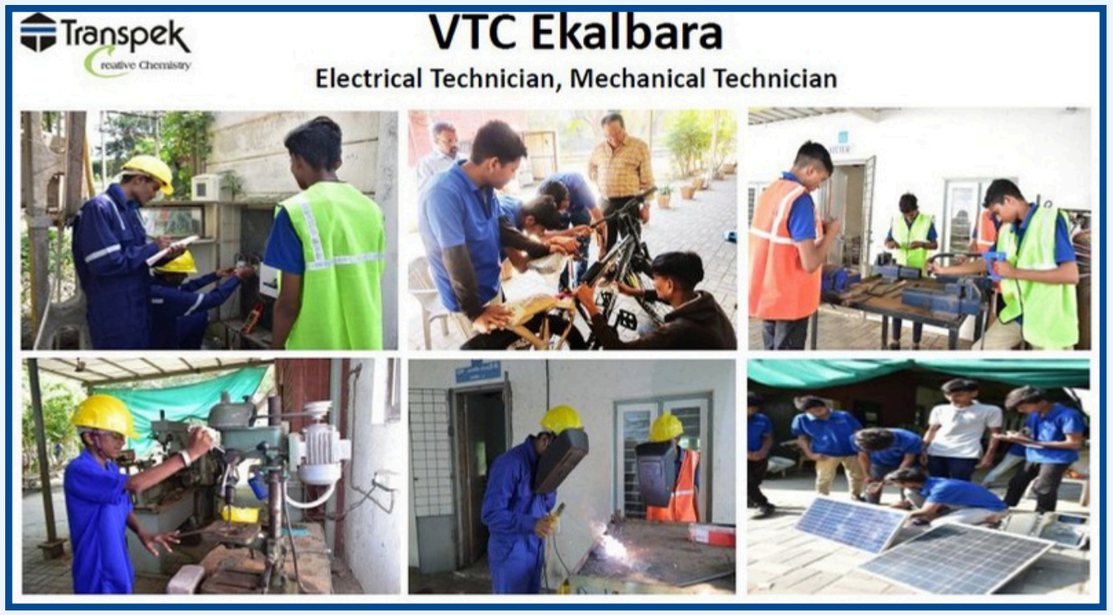


Monitoring, Evaluation & Impact Assessment (GRI 3-3)

Transpek follows a structured approach to monitoring the implementation of its CSR initiatives through the oversight of the CSR Committee. Approved projects are periodically reviewed to assess their progress and alignment with the Company's CSR objectives and applicable regulatory requirements.
The Company focuses on supporting programmes that address identified community needs and generate sustainable outcomes across education, healthcare, vocational training, access to government schemes and livelihood development. Programme-level monitoring and reporting are undertaken, where applicable, in accordance with the requirements prescribed under the Companies Act, 2013 and the applicable CSR Rules.

CSR Investment & Performance (GRI 203-1 | GRI 413-1)

Transpek continues to invest in initiatives supporting community well-being and inclusive development across education, vocational training, healthcare, access to government schemes, agriculture, animal husbandry and livelihoods. These initiatives were implemented directly and in collaboration with organisations including Aatapi Seva Foundation, Mahiti Trust, Mahavir Foundation Trust, Sai's Angels Foundation Trust, Shroffs Foundation Trust, Ram Krishna Mission and Unified Growth Foundation.
During the year, key interventions included academic support for more than 370 students, vocational and multi-skilling training for 480 trainees and Help Desk services benefiting more than 4,000 individuals, alongside healthcare and livelihood initiatives. Details of CSR expenditure and statutory disclosures are provided in the Company's Annual Report.




Transpek
reative Chemistry
VTC - Beauty Parlour, Tailoring
Ekalbara, Khanderaopura, Nahar




WELCOMES
YOU ALL


Transpek
reative Chemistry
Shroffs Foundation Trust
Agriculture Horticulture, Animal Husbandry, Skill Development, Healthcare, Public Health





Health, Education & Skill Development

(GRI 3 | GRI 404 | GRI 413)

Transpek Industry Limited is committed to creating sustainable social value by supporting initiatives that promote health, education, and skill development while fostering a safe, healthy, and capable workforce. Through its CSR initiatives, the Company focuses on improving community well-being by enhancing access to healthcare, education, and livelihood opportunities.

Complementing these efforts, Transpek invests in employee learning, workplace wellness, and professional development through structured policies and training programmes. Together, these initiatives contribute to inclusive growth, human capital development, and long-term community resilience.

Healthcare Initiatives (GRI 413-1)

Healthcare is one of the key focus areas of Transpek's CSR programme. The Company supports initiatives aimed at improving community health and well-being through need-based interventions that enhance access to essential healthcare services. These initiatives are designed to contribute to healthier communities and improve the quality of life in areas surrounding its operations.

Preventive Healthcare (GRI 403-6 | GRI 413-1)

Transpek promotes a proactive approach to health by encouraging preventive healthcare and wellness. Alongside its community-focused healthcare initiatives, the Company supports employee well-being through health and wellness programmes and workplace awareness initiatives.

Regular training on occupational health, workplace safety, ergonomics, and hazard prevention helps employees maintain a safe and healthy working environment while reinforcing a culture of prevention.

Education Support (GRI 413-1)

Education forms an important pillar of the Company's CSR strategy. Transpek supports initiatives that improve access to quality education and create opportunities for learning and development within local communities. Through its education-focused programmes, the Company aims to contribute towards strengthening educational outcomes and promoting inclusive social development.

School Infrastructure (GRI 413-1)

As part of its education initiatives, Transpek supports improvements in educational infrastructure wherever identified as a priority under its CSR programme. These initiatives seek to create better learning environments that enable students to benefit from safe and conducive educational facilities.

Skill Development
(GRI 404-2 | GRI 413-1)

Transpek recognises that skill development is fundamental to building resilient communities and a future-ready workforce. Through its CSR initiatives, the Company supports programmes that enhance employability and strengthen vocational capabilities within communities.

Internally, Transpek fosters a culture of continuous learning by providing structured training and development programmes that build technical expertise, leadership capabilities, communication skills, teamwork, critical thinking, adaptability, and responsible business practices. Regular awareness programmes on environmental sustainability, workplace health and safety, ethics, data security, and professional development further strengthen employee capabilities and organisational excellence.

Vocational Training (GRI 413-1)

The Company supports vocational training initiatives under its CSR programme to enhance practical skills and improve employability. These programmes are intended to strengthen livelihood opportunities by equipping individuals with industry-relevant knowledge and competencies that contribute to long-term socio-economic development.

Livelihood Enhancement (GRI 413-1)

Transpek's CSR approach seeks to create sustainable community value by supporting initiatives that contribute to livelihood enhancement and socio-economic development. By focusing on skill enhancement and capacity building, the Company aims to improve opportunities for sustainable income generation and community resilience.

Women Empowerment (GRI 413-1)

Women empowerment is recognised as one of the focus areas of Transpek's CSR Policy. The Company supports initiatives that encourage the social and economic development of women by promoting inclusive opportunities, capacity building, and community participation, thereby contributing to greater self-reliance and long-term empowerment.

Youth Development (GRI 413-1)

Transpek contributes to youth development by supporting initiatives that encourage education, skill enhancement, and capacity building. These programmes are intended to help young individuals build employable skills, improve future opportunities, and contribute positively to the sustainable development of their communities.



Labour Relations & Social Dialogue

(GRI 2| GRI 402 | GRI 403 | GRI 404 | GRI 405| GRI 406)

Building Constructive Labour Relations

Transpek Industry Limited believes that constructive labour relations are fundamental to sustaining a safe, inclusive and high-performing workplace. The Company fosters a culture of mutual trust, transparency and collaboration by maintaining open communication with employees and their representatives while respecting employees' rights in accordance with applicable labour laws and organisational policies.

The Company's labour relations framework promotes responsible employment practices, constructive engagement and timely consultation on workplace matters that contribute to employee well-being, operational excellence and long-term business sustainability. By encouraging dialogue and shared responsibility, Transpek continues to strengthen workplace relationships built on fairness, respect and accountability.

Employee Representation & Participation (GRI 2-30 | GRI 402-1)

Transpek recognises the importance of employee representation in strengthening workplace engagement and maintaining positive labour relations. Employees are provided opportunities to participate through recognised representative mechanisms established in accordance with applicable legal and regulatory requirements. These representative bodies facilitate regular interaction between employees and management, providing an effective platform for consultation, communication and collaborative problem-solving.

The Company respects employees' rights to freedom of association and supports their ability to participate in representative bodies without discrimination, interference or retaliation. Through constructive engagement and mutual dialogue, employee representatives contribute to discussions that support workplace improvements, employee welfare and organisational effectiveness.

Collaborative Employment Practices
(GRI 2-30 | GRI 403-1 | GRI 404-2 | GRI 405-1 | GRI 406-1)

Transpek promotes collaborative employment practices by engaging with employee representatives on matters that influence the overall employee experience and workplace environment. Regular consultation supports alignment on key employment-related matters, including occupational health and safety, working arrangements, remuneration, employee welfare, leave administration, capability development, equal opportunity, workplace behaviour and employee well-being.

This collaborative approach strengthens transparency in employment practices while supporting fair working conditions, responsible people management and continuous workplace improvement. Constructive dialogue between management and employee representatives contributes to informed decision-making and reinforces a workplace culture founded on trust, respect and shared responsibility.

Open Communication & Employee Dialogue (GRI 2-29 | GRI 2-30)

Open communication is central to Transpek's people management philosophy. The Company encourages regular dialogue between employees, leadership teams and employee representatives through departmental meetings, leadership interactions, workplace discussions, employee engagement initiatives and established communication channels.

Employees are encouraged to share ideas, provide feedback and raise workplace concerns through accessible communication and grievance mechanisms. Feedback received through these channels supports continuous improvement in workplace practices, operational effectiveness, employee well-being and organisational performance while reinforcing a culture of transparency, inclusion and collaboration.

Labour Relations Performance

Transpek continues to strengthen its labour relations framework through responsible employment practices, employee participation and constructive workplace dialogue. By fostering collaborative engagement, transparent communication and mutual respect, the Company promotes a positive employee relations environment that supports organisational stability and long-term business success.

Ongoing consultation with employee representatives on matters relating to occupational health and safety, employee welfare, remuneration, working conditions, learning and development, equal opportunity and workplace conduct reinforces the Company's commitment to responsible people management and sustainable organisational growth.

Performance Indicator	FY 2023-24	FY 2024-25	FY 2025-26
Lost Working Days due to Industrial Disputes	0	0	0



04

CORPORATE GOVERNANCE & ETHICS

- Governance Structure
- Board Oversight
- Anti-Corruption & Compliance
- Risk Management Framework





Governance Structure (GRI 2)

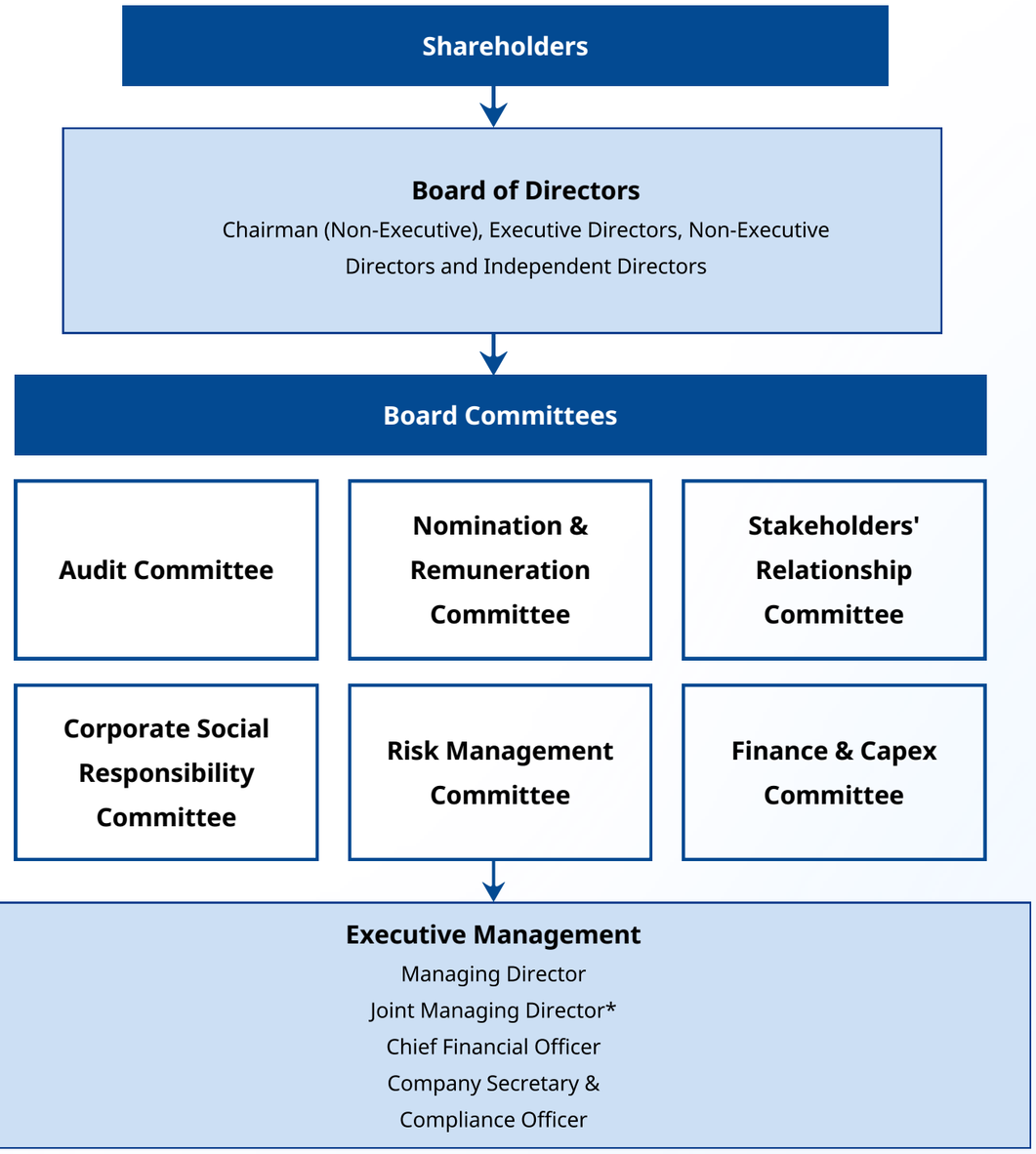
Governance Structure (GRI 2-9, 2-10, 2-11)

Strong governance is fundamental to Transpek Industry Limited's ability to create sustainable value and maintain the trust of its stakeholders. The Company's governance framework is designed to promote ethical leadership, transparent decision-making, regulatory compliance, effective risk oversight, and long-term business resilience.

Guided by the Board of Directors, supported by specialized Board Committees, and implemented by Executive Management, the governance framework ensures accountability across all levels of the organization.



Governance Structure

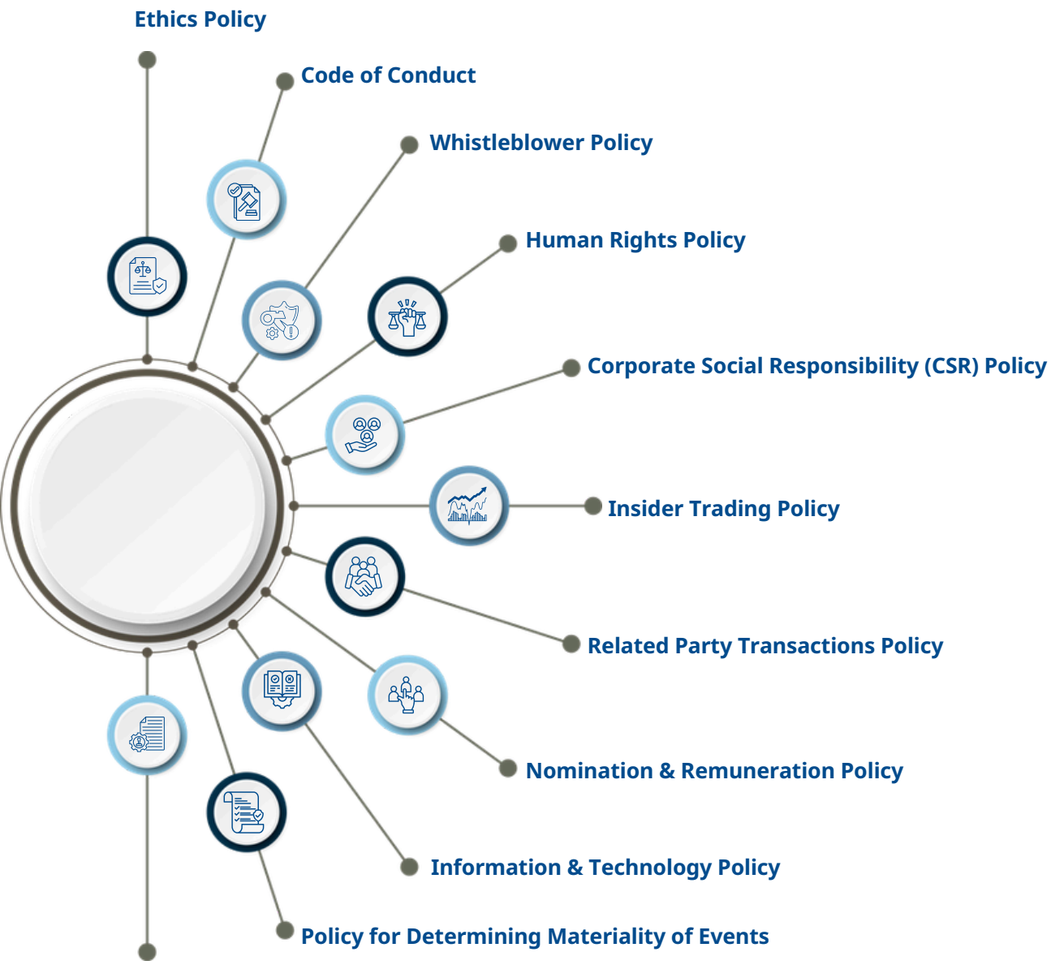


Governance Policies & Code of Conduct (GRI 2-23, 2-24, 2-25, 2-26, 2-27)

Transpek Industry Limited's governance framework is supported by a comprehensive set of policies and codes that establish the principles, responsibilities, and behavioural expectations governing responsible business conduct across the organization. These frameworks reinforce the Company's commitment to integrity, transparency, accountability, and compliance while providing employees with clear guidance for ethical decision-making and day-to-day business activities.

At the core of this framework are the Ethics Policy and the Code of Conduct, which define the standards of professional behaviour expected from employees, management, and other relevant stakeholders. These documents promote ethical decision-making, legal and regulatory compliance, protection of confidential information, responsible use of Company resources, and the avoidance of conflicts of interest.

The governance framework is further strengthened through a range of Board-approved policies, including:



These policies establish a structured governance framework that supports responsible decision-making, ethical conduct, regulatory compliance, effective risk management, and transparent stakeholder engagement across the organization.

To promote consistent implementation, the Company reinforces employee awareness through policy communication, periodic training programmes, and established reporting mechanisms that encourage the timely reporting of suspected policy violations or unethical conduct.

These initiatives strengthen accountability, foster a culture of integrity, and support the continual enhancement of governance practices.



Board Oversight

(GRI 2)

The Board of Directors provides strategic direction and oversight to ensure that governance principles are effectively embedded across the organization.

It is responsible for guiding the Company's long-term strategy while overseeing corporate governance, risk management, financial stewardship, regulatory compliance, and stakeholder interests.

The Board is supported by specialized Board Committees that provide focused oversight in key governance areas, including audit, nomination and remuneration, stakeholder relationships, corporate social responsibility, enterprise risk management, and finance and capital expenditure.

Each committee operates within a defined mandate and periodically reports its recommendations to the Board, enabling informed decision-making and effective governance.

Executive Management is responsible for implementing Board-approved strategies, policies, and governance initiatives across business operations.

Regular reviews by the Board and its Committees support continuous monitoring of governance performance, policy implementation, compliance obligations, and emerging business risks, strengthening organizational resilience and long-term value creation.

Business Ethics & Integrity
(GRI 2 | GRI 206)

Integrity forms the foundation of Transpek Industry Limited's approach to responsible business conduct. Guided by its Ethics Policy and Code of Conduct, the Company promotes ethical behaviour, transparency, accountability, and compliance across all business activities. These principles support responsible decision-making and reinforce trust among employees, customers, suppliers, business partners, shareholders, and other stakeholders.

Promoting an Ethical Culture
(GRI 2-23, 2-24)

Transpek fosters an organizational culture where ethical conduct is expected at every level of the business. Employees are encouraged to act with honesty, professionalism, respect, and accountability while carrying out their responsibilities. Through documented policies, employee communication, and periodic awareness programmes, the Company reinforces ethical decision-making, compliance obligations, and responsible business practices. Employees are expected to conduct business fairly, exercise sound judgement, protect Company assets and confidential information, comply with applicable legal and regulatory requirements, and avoid actions that could compromise the Company's reputation or stakeholder confidence. This commitment strengthens accountability and promotes consistent implementation of governance principles throughout the organization.

Fair Competition and Responsible Business Practices
(GRI 2-6, 2-23, 2-24, 2-27, GRI 206-1)

The Company is committed to conducting business fairly, responsibly, and in compliance with applicable competition laws and regulatory requirements. Employees are expected to compete ethically, maintain transparency in commercial relationships, and refrain from practices that could restrict fair competition or undermine stakeholder trust.

These expectations extend throughout the value chain through the Company's Third Party Code of Conduct, which communicates standards relating to ethical business practices, legal compliance, anti-corruption, human rights, occupational health and safety, environmental responsibility, and protection of confidential information.

By encouraging responsible business relationships, Transpek promotes alignment with its governance principles across suppliers, contractors, and other business partners.

Conflicts of Interest and Gifts & Hospitality (GRI 2-15, 2-23, 2-24)

The Company recognizes that actual or perceived conflicts of interest may influence objective business decisions. Employees are expected to disclose situations where personal interests may conflict with their professional responsibilities and to avoid activities that could compromise impartiality or the interests of the Company.

Documented procedures also govern gifts, hospitality, sponsored travel, and other sensitive transactions that may create conflicts of interest.

Defined approval processes, supported by appropriate management oversight, help ensure that such activities are conducted transparently, ethically, and in accordance with Company requirements.

Fraud Prevention
(GRI 2-23, 2-24, 2-26, 2-27)

Preventing fraud and other unethical practices is an important component of Transpek's governance framework. The Company maintains internal controls, defined approval procedures, monitoring mechanisms, and reporting channels that support the prevention, detection, investigation, and timely resolution of suspected fraudulent activities.

Employees are encouraged to remain vigilant and promptly report suspected fraud, misconduct, or policy violations through established reporting mechanisms, reinforcing a culture of integrity, accountability, and responsible corporate behaviour.

Whistleblower & Reporting Mechanism
(GRI 2-25, 2-26)

Transpek promotes an open, transparent, and accountable reporting culture by encouraging employees and relevant stakeholders to raise concerns regarding actual or suspected unethical conduct through established reporting channels.

The Whistleblower Procedure provides a structured framework for reporting concerns related to fraud, corruption, financial irregularities, conflicts of interest, misuse of Company resources, workplace misconduct, policy violations, and other unethical or unlawful practices

Reported concerns are reviewed through an impartial process that supports appropriate investigation, timely resolution, implementation of corrective actions, and protection against retaliation for individuals who report concerns in good faith.

Insights arising from reported concerns contribute to strengthening governance processes, enhancing internal controls, and supporting continual improvement across the organization. Through these mechanisms, Transpek reinforces a workplace culture built on integrity, transparency, accountability, and ethical responsibility.

Business Ethics & Integrity Performance

Performance Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Whistleblower Reports Received	No.	0	0	0
Ethics Awareness & Compliance Training Conducted	%	100%	100%	100%



Anti-Corruption & Compliance

(GRI 2| GRI 205)

Maintaining the highest standards of integrity is fundamental to Transpek Industry Limited's governance framework. The Company is committed to conducting its business ethically, transparently, and in compliance with applicable laws and regulatory requirements. Through established governance practices, documented policies, and internal controls, Transpek seeks to prevent corruption, bribery, fraud, and other unethical conduct while fostering a culture of accountability across its operations and value chain.

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

Transpek adopts a zero-tolerance approach to corruption and bribery and expects employees to uphold the highest standards of ethical conduct in every business interaction. Employees are expected to refrain from offering, soliciting, or accepting any improper payments, gifts, favours, or other benefits that could influence business decisions or compromise professional integrity.

To reinforce these principles, the Company promotes employee awareness through periodic communication and training initiatives that strengthen understanding of ethical responsibilities, anti-corruption requirements, and reporting mechanisms.

These initiatives encourage employees to identify potential corruption risks, comply with internal requirements, and promptly report suspected unethical conduct through established reporting channels.

Corruption Risk Assessment (GRI 205-1)

As part of its governance framework, Transpek has established a structured Corruption Risk Assessment process to identify, assess, and prioritize risks that may affect ethical business conduct across its operations.

The assessment evaluates activities that may present elevated corruption risks, including procurement practices, supplier engagement, recruitment and promotion processes, financial reporting, interactions with government authorities, contract management, gifts and hospitality, misuse of Company resources, and conflicts of interest.

Identified risks are evaluated based on their potential impact and assigned to designated process owners for the implementation of appropriate mitigation measures, strengthening accountability and governance across key business functions.

Monitoring and Continuous Improvement (GRI 2-24, 2-27, GRI 205-3)

Transpek periodically reviews the effectiveness of its anti-corruption framework through governance reviews, internal control assessments, and ongoing monitoring activities. These reviews evaluate the implementation of preventive controls, identify opportunities for improvement, and support the timely implementation of corrective actions where necessary.

Through continual monitoring and periodic assessment of governance practices, the Company strengthens its ability to prevent corruption, reinforce regulatory compliance, and promote a culture of integrity and responsible business conduct.

Anti-Money Laundering GRI 2-27)

As part of its commitment to responsible business conduct, Transpek promotes compliance with applicable anti-money laundering requirements. The governance framework encourages appropriate due diligence, responsible financial practices, transaction monitoring, and employee awareness to safeguard the integrity of business transactions and support compliance with applicable regulatory obligations.

Anti-Corruption & Compliance Performance

Performance Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Corruption & Bribery Complaints Reported	No.	0	0	0
High-risk Business Partners Covered by Anti-Corruption Due Diligence	%	100%	100%	100%
Employees Trained on Anti-Corruption & Business Ethics	Manhours	13	118	140



Risk Management Framework

(GRI 2)

Risk Management Framework (GRI 2-12, 2-13)

Effective risk management is fundamental to Transpek Industry Limited's governance framework and supports the Company's ability to operate responsibly in a dynamic business environment. By integrating risk management into business processes, the Company seeks to identify, assess, mitigate, and monitor risks that may impact operational performance, regulatory compliance, stakeholder confidence, and long-term value creation.

Our governance framework adopts a structured approach to risk management, enabling the identification of governance-related risks across business operations and the implementation of appropriate preventive and corrective measures. This approach strengthens decision-making, enhances accountability, and supports business resilience.

Risk Identification and Assessment (GRI 2-12, GRI 205-1)

Transpek periodically evaluates governance-related risks through structured assessment processes to identify areas that may require enhanced oversight or additional controls. The Company's Corruption Risk Assessment supports the identification and evaluation of potential risks associated with procurement, supplier engagement, financial reporting, recruitment, interactions with government authorities, gifts and hospitality, conflicts of interest, misuse of Company resources, and other business activities that may present ethical or compliance risks.

Similarly, the Internal Assessment on Information Security reviews potential vulnerabilities relating to data management, network security, user access, incident response, internal controls, employee awareness, regulatory compliance, and third-party information security. These assessments help strengthen governance practices while supporting the protection of business information and operational continuity.

Risk Mitigation and Internal Controls (GRI 2-24)

The Company has established internal control measures to reduce identified risks and reinforce responsible business conduct. These controls include defined approval procedures, procurement governance, conflict of interest disclosures, competitive bidding practices, financial reviews, contract oversight, information security controls, whistleblower mechanisms, and periodic policy reviews.

Each identified risk is supported by appropriate control measures and assigned to designated process owners, reinforcing accountability and promoting consistent implementation across relevant business functions.

Monitoring and Continuous Improvement (GRI 2-12)

Risk management is an ongoing process supported by periodic reviews of governance practices, internal controls, and assessment outcomes. Findings from risk assessments and internal reviews provide valuable inputs for strengthening governance processes, enhancing control effectiveness, and identifying opportunities for continual improvement.

By embedding risk management into its governance framework, Transpek continues to strengthen operational resilience, promote ethical decision-making, and support compliance with applicable legal and regulatory requirements while creating long-term value for its stakeholders.

Governance Risk & Internal Control Performance

Performance Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Departments Covered under Internal Risk Assessment / Internal Audit	%	100%	100%	100%

Data Privacy & Information Security (GRI 2| GRI 418)

Safeguarding information assets is an integral part of Transpek Industry Limited's governance framework. As business operations continue to evolve, the Company recognizes the importance of protecting confidential information, maintaining data integrity, and strengthening information security practices to support business continuity, regulatory compliance, and stakeholder confidence.

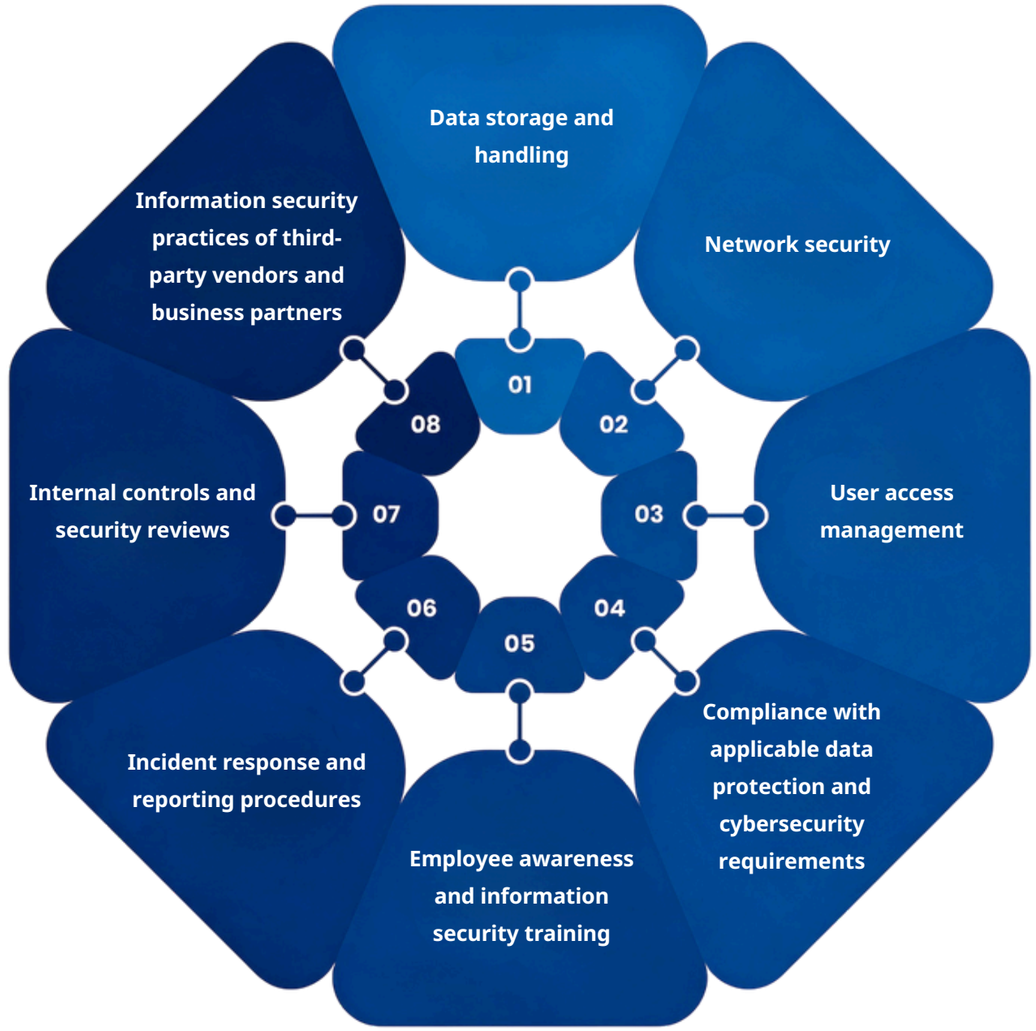
To reinforce its information security framework, Transpek has established an Internal Assessment on Information Security that provides a structured approach to identifying potential vulnerabilities, evaluating existing controls, and strengthening information security practices. The assessment supports continual improvement while promoting responsible information management across the organization.

Information Security Governance (GRI 418-1)

Information security governance is supported through clearly defined roles, responsibilities, and accountability across the organization. Employees are responsible for safeguarding information assets and promptly reporting suspected information security incidents through established reporting channels.

The Information Security Officer coordinates incident assessment, investigation, and response activities, while overall accountability for information security management rests with the Head of Information Technology.

The Internal Assessment on Information Security evaluates key areas including:



Periodic assessments help identify opportunities for improvement, strengthen governance practices, and enhance organizational resilience against evolving cybersecurity risks.

Data Privacy & Confidential Information (GRI 418-1)

Transpek recognizes the importance of protecting confidential business information, employee records, customer information, and other sensitive data entrusted to the Company. Appropriate governance processes support the secure collection, storage, processing, access, sharing, retention, and disposal of information throughout its lifecycle. Business records are classified according to their nature and retained in accordance with applicable legal, regulatory, and operational requirements.

Appropriate physical and electronic access controls protect confidential information, while periodic reviews support the secure disposal of records that have reached the end of their prescribed retention period.

Where applicable, stakeholders are informed about the purpose of information collection, processing activities, and data sharing practices before consent is obtained through documented mechanisms. Consent records are maintained, and stakeholders are provided with appropriate mechanisms to withdraw consent in accordance with applicable legal and regulatory requirements.

The Company also implements administrative and operational controls to safeguard confidential information received from customers, suppliers, contractors, and other business partners. Defined authorization controls and documented procedures support the secure handling and protection of sensitive information throughout business relationships.

Employee Awareness & Incident Response (GRI 418-1)

Employee awareness is a key component of Transpek's information security framework. Through documented procedures, periodic communication, and awareness initiatives, employees are informed of their responsibilities for protecting information assets and reporting suspected information security incidents, including phishing attempts, unauthorized access, malware attacks, system anomalies, and accidental data exposure.

The Company has established a documented Incident Response Plan (IRP) to facilitate the timely detection, reporting, investigation, containment, recovery, and review of information security incidents. Suspected incidents are reported to the IT Helpdesk, after which the Information Security Officer coordinates appropriate response measures, investigates root causes, and oversees the implementation of corrective actions. Where necessary, affected systems are isolated to minimize operational impact, and relevant stakeholders or regulatory authorities are informed in accordance with applicable legal and regulatory requirements.

Periodic reviews of incident response procedures, investigation outcomes, and corrective actions support continual improvement, strengthen business continuity, and enhance organizational preparedness against emerging cyber risks.

Third-Party Information Security (GRI 2-6)

Recognizing that responsible information management extends across the value chain, the Company also evaluates the information security practices of third-party vendors and business partners that may have access to sensitive information. These assessments encourage responsible cybersecurity practices, strengthen third-party governance, and support the protection of confidential information throughout the business relationship.

Monitoring, Assurance & Continuous Improvement (GRI 418-1)

Transpek periodically reviews the effectiveness of its information security framework through structured assessments, internal reviews, incident investigations, and control evaluations. Information security incidents are documented through defined reporting procedures, investigation records, corrective action tracking, and closure documentation to support effective root cause analysis and continual improvement.

Findings from these reviews are used to evaluate existing controls, monitor corrective actions, strengthen governance practices, and identify opportunities for further enhancement. Through ongoing monitoring, employee awareness, and continual improvement initiatives, Transpek continues to reinforce data protection, strengthen cybersecurity resilience, and maintain stakeholder confidence.

Information Security & Data Privacy Performance

Performance Indicator	Unit	FY 2023-24	FY 2024-25	FY 2025-26
Information Security Incidents (Data Breaches)	No.	00	00	00
Data Retention Compliance	%	100%	100%	100%



05

RESPONSIBLE BUSINESS PRACTICES

- Embedding Responsible Care Across Operations
- Sustainable Operations
- Product Stewardship
- Sustainable Procurement
- Supply Chain Management
- Customer Relationships & Quality
- Innovation & Sustainable Chemistry





Embedding Responsible Care Across Operations (GRI 2-23, 2-24)

Driving Responsible Growth Through Responsible Care (GRI 2-23, 2-24)

At Transpek Industry Limited, Responsible Care forms the cornerstone of the Company's approach to responsible manufacturing and sustainable value creation. As a responsible chemical manufacturer, Transpek integrates the principles of Responsible Care into its business strategy to strengthen operational excellence, environmental stewardship, process safety, and stakeholder well-being across its operations.

The Responsible Care philosophy is embedded across manufacturing facilities through integrated Environment, Health and Safety (EHS) management systems, Process Safety Management (PSM), regulatory compliance and continuous improvement initiatives. By proactively identifying operational risks, strengthening process integrity and fostering a culture of safety, the Company seeks to protect employees, contractors, neighbouring communities and the environment while ensuring the safe manufacture, storage, transportation and handling of its products.Responsible Care also reinforces Transpek's commitment to ethical business conduct, transparent stakeholder engagement and responsible resource management. These principles support informed decision-making, strengthen operational resilience and enable the Company to continuously improve its environmental, social and governance (ESG) performance while creating long-term value for all stakeholders.

- **Environment, Health & Safety (EHS)**
  Strengthening workplace safety, occupational health and environmental protection
- **Process Safety Management (PSM)**
  Maintaining process integrity and preventing operational incidents
- **Risk Management**
  Identifying, assessing and mitigating operational and business risks
- **Regulatory Compliance**
  Ensuring compliance with applicable legal and regulatory requirements
- **Responsible Manufacturing**
  Promoting safe, efficient and environmentally responsible manufacturing practices
- **Product Stewardship**
  Managing products responsibly throughout their lifecycle
- **Operational Excellence**
  Driving efficiency, reliability and continuous operational improvement
- **Continuous Improvement**
  Enhancing systems, processes and performance through ongoing evaluation and innovation

Sustainable Operations

(GRI 2| GRI 301| GRI 302| GRI 303 | GRI 305 | GRI 306)

Advancing Operational Excellence Through Sustainable Operations (GRI 301-1, 306-1)

Transpek Industry Limited is committed to operating its manufacturing facilities responsibly by integrating sustainability into operational planning, resource management and manufacturing processes. The Company continuously seeks to improve operational efficiency while minimising environmental impacts through responsible resource utilisation, pollution prevention and process optimisation.

Environmental stewardship is embedded throughout the operational lifecycle, enabling the Company to improve resource productivity, strengthen regulatory compliance and support long-term business resilience. Supported by structured environmental management systems and engineering controls, Transpek adopts a preventive approach that focuses on efficient resource use, responsible manufacturing and continual operational improvement.

Accelerating Climate and Energy Performance (GRI 302-4)

Recognising climate change as an important sustainability challenge, the Company continues to improve energy efficiency through process optimisation, equipment upgrades and responsible operating practices.

Energy conservation initiatives, operational improvements and evaluation of cleaner technologies contribute towards improving energy performance while supporting long-term greenhouse gas emission reduction objectives.

Stewarding Water Resources Responsibly (GRI 303-1)

Water stewardship remains an important component of Transpek's environmental management approach.

The Company promotes responsible water consumption through efficient operational practices, process optimisation and conservation initiatives while exploring opportunities to enhance water recycling, reuse and overall water-use efficiency wherever technically and economically feasible.

Managing Air Emissions and Preventing Pollution (GRI 305-7)

The Company adopts preventive measures to minimise emissions associated with manufacturing operations by implementing pollution control systems, preventive maintenance programmes and process improvements.

Continuous monitoring and regulatory compliance practices support effective air quality management while helping minimise environmental impacts.

Advancing Circularity Through Responsible Resource Management (GRI 306-2)

Transpek promotes responsible material management by prioritising waste minimisation, reuse, recycling and environmentally sound disposal practices.

Opportunities to recover resources and improve material efficiency are continually evaluated to support circular economy principles and reduce waste generation across operations.

Protecting Biodiversity and Natural Ecosystems (GRI 304-3)

The Company recognises its responsibility to protect surrounding ecosystems through responsible land management, environmental protection measures and greenbelt development initiatives. Biodiversity conservation is integrated into environmental planning to minimise operational impacts while supporting ecological balance around manufacturing locations.

Strengthening Environmental Compliance and Operational Excellence (GRI 2-27)

Environmental compliance forms an integral part of operational excellence. Transpek continuously strengthens its environmental management systems by monitoring compliance obligations, implementing improvement initiatives and periodically reviewing operational controls to ensure alignment with evolving regulatory requirements and industry best practices.

Through continual investment in sustainable operations, Transpek enhances manufacturing efficiency while supporting climate resilience, environmental protection and responsible industrial growth.



Product Stewardship

Delivering Safe and Sustainable Products Across Their Lifecycle (GRI 416-1)

Transpek Industry Limited recognises that its responsibility extends beyond manufacturing to encompass the safe and responsible management of products throughout their entire lifecycle. Product Stewardship is an integral element of the Company's Responsible Care commitment, ensuring that safety, quality, regulatory compliance and sustainability considerations are embedded from product development through manufacturing, storage, transportation, customer use and end-of-life management.

The Company integrates robust quality management systems, operational controls and regulatory compliance processes to consistently deliver products that meet customer expectations while adhering to applicable national and international standards. This lifecycle approach enables Transpek to proactively manage product-related risks, strengthen customer confidence and promote responsible chemical management across the value chain.

Embedding Product Stewardship Throughout the Value Chain (GRI 416-1)

Product stewardship principles guide the Company in evaluating potential environmental, health and safety impacts throughout the product lifecycle. By integrating sustainability considerations into manufacturing and supply chain activities, Transpek seeks to minimise risks while promoting the responsible use of chemical products.

Ensuring Product Quality, Safety and Regulatory Compliance (GRI 416-1)

Product quality remains fundamental to operational excellence. Structured quality assurance systems, process monitoring and continual improvement initiatives support consistent product performance and compliance with applicable regulatory requirements. The Company continually reviews manufacturing processes and quality controls to strengthen reliability and customer satisfaction.

Supporting Safe Handling, Transportation and Customer Awareness (GRI 417-1)

To promote responsible product use, Transpek provides customers and supply chain partners with relevant product information, labelling and safety documentation to facilitate safe handling, storage and transportation. Appropriate communication of product safety information supports regulatory compliance while helping customers manage products responsibly throughout their lifecycle. Through its Product Stewardship approach, Transpek continues to strengthen product responsibility, reinforce regulatory compliance and deliver sustainable value by ensuring that safety, quality and environmental responsibility remain central to every stage of the product lifecycle.



Sustainable Procurement

(GRI 204| GRI 308| GRI 414)

Embedding Sustainability into Procurement Decisions (GRI 204-1)

Transpek Industry Limited recognizes procurement as a strategic function that supports resilient operations, responsible growth and long-term value creation. By integrating environmental, social and governance (ESG) considerations into procurement decisions, the Company seeks to strengthen responsible sourcing, promote supplier accountability and build a transparent and sustainable value chain.

The Company's Sustainable Procurement Policy and Supplier Code of Conduct establish the foundation for responsible supplier engagement by communicating clear expectations relating to business ethics, legal compliance, environmental stewardship, occupational health and safety, labour practices and respect for internationally recognised human rights. These principles are integrated throughout supplier selection, qualification, contracting and performance evaluation processes to encourage responsible business conduct across the supplier lifecycle.

Building a Responsible Procurement Framework (GRI 204-1)

Responsible procurement extends beyond commercial evaluation by incorporating sustainability considerations into sourcing decisions. Supplier selection is based on technical capability, quality, commercial competitiveness, regulatory compliance and alignment with the Company's sustainability expectations.

Procurement governance is supported through defined policies, internal controls and periodic reviews that strengthen accountability and consistency across procurement activities.

Embedding Sustainability Across Supplier Engagement (GRI 308-1, 414-1)

Sustainability expectations are communicated through procurement documentation, supplier onboarding processes and contractual agreements. Where appropriate, supplier contracts incorporate provisions relating to environmental protection, labour practices, human rights, ethical business conduct, regulatory compliance, participation in sustainability assessments and timely implementation of corrective actions. These requirements help establish shared accountability while supporting continual improvement throughout supplier relationships.

Strengthening Procurement Competency (GRI 204-1)

Recognising that responsible procurement begins with informed decision-making, Transpek promotes sustainability awareness among procurement professionals through internal learning and competency-building initiatives. Training programmes focus on responsible sourcing principles, ESG risk identification, ethical procurement, supplier due diligence, human rights considerations and evolving regulatory expectations, enabling procurement teams to integrate sustainability into everyday purchasing decisions.

Supply Chain Management

(GRI 2| GRI 308 | GRI 414)

Strengthening Supply Chain Resilience Through Responsible Partnerships (GRI 2-6)

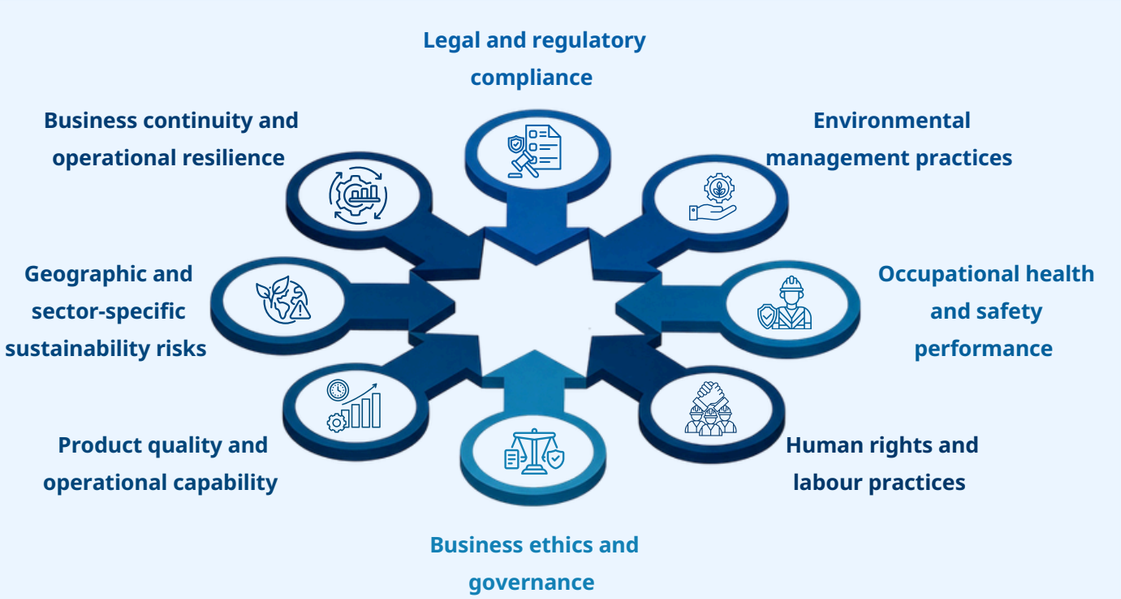
Transpek Industry Limited believes that a resilient supply chain is built on collaboration, transparency and shared responsibility. The Company works closely with suppliers, contractors and service providers to strengthen environmental, social and governance (ESG) performance while encouraging ethical business conduct, responsible manufacturing practices and continual improvement throughout the value chain.

Through a structured, risk-based approach, sustainability considerations are integrated into supplier qualification, performance evaluation, monitoring and engagement processes, enabling the Company to identify potential risks, strengthen supplier relationships and promote responsible sourcing practices.

Selecting Responsible Suppliers Through ESG Due Diligence (GRI 308-1, 414-1)

Supplier qualification extends beyond commercial capability to include the evaluation of sustainability performance and responsible business practices. During supplier onboarding and periodic reviews, Transpek progressively incorporates ESG due diligence to identify potential risks, assess supplier maturity and encourage alignment with the Company's sustainability expectations.

Supplier evaluations may consider:



Selected suppliers may also complete sustainability self-assessment questionnaires covering environmental management systems, occupational health and safety, labour practices, compliance management, climate initiatives and business ethics. Assessment outcomes support supplier segmentation, prioritisation and targeted engagement based on sustainability risk and business criticality.

Supplier ESG Due Diligence

Performance Indicator	FY 2023-24	FY 2024-25	FY 2025-26
Suppliers evaluated for ESG criteria (%)	10%	15%	30%
Suppliers evaluated for ESG reporting (on-site)(%)	02%	05%	10%

Monitoring Supplier Performance and Driving Continuous Improvement (GRI 308-2, 414-2)

Supplier performance is reviewed through structured monitoring mechanisms designed to encourage continual improvement and strengthen responsible business conduct.

Depending on supplier risk profile and operational significance, monitoring activities may include sustainability assessments, documentation reviews, announced or virtual audits and verification of corrective actions.

Performance reviews typically evaluate:

- Compliance with regulatory and contractual requirements
- Environmental management practices
- Occupational health and safety performance
- Working conditions and labour standards
- Implementation of corrective and preventive actions
- Progress against sustainability improvement initiatives

Where improvement opportunities are identified, suppliers are encouraged to implement corrective action plans within agreed timelines, supported by follow-up reviews where appropriate.

Suppliers demonstrating consistent operational excellence, regulatory compliance and responsible business conduct may be considered for long-term strategic partnerships and future business opportunities.

Building Supplier Capability Through Collaboration (GRI 414-2)

Transpek recognises that meaningful improvements are achieved through collaboration rather than compliance alone. The Company actively engages suppliers by communicating sustainability expectations, sharing regulatory developments and encouraging the adoption of responsible business practices across the supply chain.

Supplier capability-building initiatives focus on strengthening environmental stewardship, occupational health and safety, ethical conduct, governance practices and human rights awareness. Internal procurement teams are similarly encouraged to enhance their understanding of sustainable procurement principles, enabling consistent implementation of responsible sourcing practices while fostering a culture of continual learning and shared responsibility.

Promoting an Ethical and Inclusive Supply Chain (GRI 414-1)

Ethics and integrity remain central to Transpek's supplier relationships. Suppliers are expected to conduct business responsibly while complying with applicable laws, maintaining fair labour practices and respecting internationally recognised human rights. The Company promotes equal opportunity and objective supplier selection based on capability, quality, technical competence, commercial competitiveness and compliance with applicable requirements, while encouraging responsible local sourcing wherever feasible.

Suppliers are expected to uphold principles relating to:

- **Business ethics and anti-corruption**
- **Prevention of workplace harassment**
- **Human rights and fair labour practices**
- **Occupational health and safety**
- **Prevention of child labour and forced labour**
- **Environmental protection and responsible resource management**
- **Diversity, equal opportunity and non-discrimination**
- **Confidentiality and protection of business information**

To strengthen accountability, Transpek encourages suppliers and other relevant stakeholders to utilise appropriate grievance mechanisms for reporting concerns relating to unethical conduct, discrimination, harassment, labour practices, environmental issues or human rights. These mechanisms are designed to support accessibility, confidentiality, protection against retaliation, objective investigation and timely corrective action.

Ethical Supply Chain Performance

Performance Indicator	FY 2023-24	FY 2024-25	FY 2025-26
Suppliers Acknowledging Supplier Code of Conduct (%)	00%	25%	50%
Integration of Sustainability clauses in supplier contracts	10%	15%	15%

Enhancing Supply Chain Transparency and Responsible Minerals Due Diligence (GRI 2-6)

As stakeholder expectations surrounding responsible mineral sourcing continue to evolve, Transpek supports greater supply chain transparency through a risk-based due diligence approach.

Where applicable, the Company encourages suppliers to source raw materials responsibly and provide relevant information regarding the origin of minerals used within the supply chain.

Due diligence activities may include:

- Identification of relevant raw materials and purchasing categories
- Collection of supplier declarations and recognised conflict minerals reporting templates (CMRT), where applicable
- Review of available traceability information
- Supplier engagement to clarify sourcing practices
- Investigation of available upstream supply chain information
- Escalation procedures for incomplete or non-responsive supplier submissions
- Risk evaluation to support informed procurement decisions

Responsible Sourcing Performance

Performance Indicator	FY 2023-24	FY 2024-25	FY 2025-26
Percentage of assessed suppliers engaged in corrective actions or capacity building	0%	0%	0%

Where adequate information cannot be obtained despite repeated engagement efforts, additional due diligence measures, corrective action requirements or reassessment of the supplier relationship may be considered. Stakeholders are also encouraged to report concerns relating to responsible mineral sourcing through the Company's established grievance and whistleblower mechanisms, reinforcing transparency and continual improvement across the supply chain.



Customer Relationships & Quality

(GRI 416 |GRI 417)

Building Trusted Relationships Through Quality and Reliability (GRI 416-1, 417-1)

Transpek Industry Limited is committed to delivering products and services that consistently meet customer expectations while complying with applicable regulatory requirements. Quality, reliability and customer responsiveness form the foundation of long-term customer relationships and support the Company's reputation as a trusted manufacturing partner.

Quality management systems, process controls and continuous improvement initiatives enable consistent product performance while facilitating timely response to customer feedback and changing market requirements. Customer insights, technical collaboration and product performance evaluations contribute to continual improvements in products, manufacturing processes and service delivery.

By maintaining transparent communication, responsive technical support and responsible marketing practices, Transpek continues to strengthen customer confidence while creating sustainable value for customers and other stakeholders.

Customer Health and Safety			
	FY 2023-24	FY 2024-25	FY 2025-26
# of Product Related Incident (Actual)	0	0	0
Maintain Hazard Communication in country specific language on customer demand	100%	100%	100%



Innovation & Sustainable Chemistry

(GRI 301| GRI 302| GRI 306)

Innovating for a More Sustainable Future (GRI 301-1, 302-4, 306-1)

Innovation is integral to Transpek Industry Limited's long-term growth strategy and sustainability journey. The Company continues to invest in research, process optimisation and sustainable chemistry solutions that improve operational efficiency, enhance product performance and reduce environmental impacts across the value chain.

Innovation initiatives focus on developing cleaner technologies, improving manufacturing processes, enhancing resource efficiency and optimising the use of raw materials and energy resources. Sustainability considerations are incorporated into product and process development to minimise waste, improve operational performance and support evolving customer and regulatory expectations.

By embracing innovation-driven manufacturing and sustainable chemistry, Transpek continues to develop future-ready solutions that strengthen competitiveness while supporting responsible industrial development, environmental stewardship and long-term stakeholder value creation.

Building Trusted Relationships Through Quality and Reliability (GRI 416-1, 417-1)

Key Performance Indicator	FY 2023-24	FY 2024-25	FY 2025-26
Procurement personnel trained on sustainable procurement (%)	100%	100%	100%



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Assurance Letter

ANARES ANALYTICS LLP — AUDIT & ASSURANCE

Independent Assurance on Verification of Sustainability Information

Anares/AR/26-12

Reporting Period – April 2025 - March 2026

The Management
Transpek Industry Limited
4th Floor, Lilleria 1038,
Gotri-Sevasi Road,
Vadodara – 390 021
Gujarat, India

Independent Assurance Report

Anares Analytics LLP (hereinafter referred to as "The Service Provider" or "Anares Analytics LLP") have been engaged by **Transpek Industry Limited** (hereinafter referred to as "The Company") to conduct a limited assurance engagement on the sustainability information presented in the Company's Annual Sustainability Report (ASR) FY 25-26 and ESG KPI Roadmap till FY 2029-30 disclosure for the specified reporting period. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the report. The sustainability information provided within the report is in accordance to the comprehensive guidelines set forth by the Global Reporting Initiative's (hereinafter referred to as "GRI") Universal Standards 2021, ensuring that the reported data aligns with globally recognized sustainability reporting frameworks. This engagement by Anares Analytics LLP underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international principles for reporting on its Environmental, Social, and Governance (hereinafter referred as "ESG") initiatives.

Assurance Standard

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

Scope of Assurance and Methodology

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

The assurance engagement was conducted with reference to the four principles of AA1000AS v3 – Inclusivity, Materiality, Responsiveness, and Impact – which were duly considered while performing this engagement. Based on our review, the Company has demonstrated materiality in disclosures, inclusivity in stakeholder engagement, responsiveness to key sustainability concerns, and consideration of impacts across relevant areas

- Remote verification of data, on a selective test basis, for the following units / locations, through consultations with the site team and ESG committee members of the company:

Registered Office	4th Floor, Lilleria 1038 Gotri-Sevasi Road 390021 Vadodara, Gujarat India
Factory Site	At & Post: Ekalbara, Taluka: Padra, Dist.: Vadodara, 391440 Gujarat India

- Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;
- Review of company's plans, policies and practices, pertaining to their Environmental, Social & Governance Strategy, so as to be able to make comments on the fairness of sustainability reporting or disclosures.

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- Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.

Company's Accountability

The ESG Committee Representative at the company is responsible for preparing the Annual Sustainability Report FY 25-26 and ESG KPI Roadmap till FY 2029-30 that is free from material misstatement in accordance with the GRI and for the information contained therein. This entails specifically choosing and applying suitable methodologies for sustainability reporting, gathering and organizing data, and making well- founded assumptions or estimates as needed. Additionally, these representatives must ensure the implementation of adequate internal controls to facilitate the development of a sustainability report devoid of any significant errors, whether deliberate or accidental. The ESG Committee Representatives at the company are also responsible for preparing the designed report using graphics and relevant and responsible content.

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for 2025. The Company has prepared report having sustainability information with accordance to GRI Universal Standards 2021. The Annual Sustainability Report 2025 and ESG KPI Roadmap till FY 2029-30 includes a description of the Company's stakeholder engagement process, materiality assessment and relevant performance disclosures on the identified material topics. There is further scope to strengthen data/information management system to ensure uniform and accurate reporting or disclosures. Areas of further improvement wherever identified have been brought before the attention of the management & ESG Committee representatives of the company. These observations do not affect our conclusion presented in this statement.

Areas for improvement include:

- Strengthening data accuracy through enhanced internal controls.
- Expanding disclosures on supply chain sustainability performance.
- Linking ESG performance more explicitly with strategic business outcomes

Guidelines for Utilization of This Statement

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

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

Limitations

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

1. Our assurance does not cover any data or information pertaining to the financial performance of the Company.
2. Our role is strictly limited to providing assurance services as detailed in this letter. We will not undertake any management functions or make decisions on behalf of the Company. It is the responsibility of the Company's management to make all decisions, including those related to the acceptance and implementation of our services.
3. Any data or information that falls outside the specified reporting period is not covered by our assurance scope.
4. Our assurance is limited to the operations and locations explicitly mentioned within the defined Assurance Boundary. Any data or information pertaining to operations outside of this boundary is excluded, unless specifically stated otherwise in this report.
5. The Company's statements expressing opinions, beliefs, aspirations, expectations, or future intentions, as well as assertions related to Intellectual Property rights and competitive matters, are beyond the scope of our assurance.
6. We do not cover the Company's strategy and any related disclosures expressed in the report.
7. Our assurance does not extend to the mapping of the report with any reporting frameworks other than those

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specified above.

Our Assurance Team and independence:

Our assurance team, comprising of multidisciplinary professionals, has been drawn from our climate change and sustainability network and undertakes similar engagements with a number of significant Indian and international businesses. As an assurance provider, Anares Analytics LLP is required to comply with the independence requirements set out in **"AA1000 Assurance Standard (AA1000AS v3)".** Anares Analytics LLP's independence policies and procedures ensure compliance with this standard. Details of Anares Analytics LLP's independence policies and procedures can be made available to stakeholders upon request by contacting us at contact@anaresassure.com

Restriction of Liability

This assurance statement has been prepared solely for the Company in accordance with the terms of our engagement. Anares Analytics LLP does not accept or assume any responsibility to any third party for the information contained in this statement. This assurance statement applies exclusively to the Company's Annual Sustainability Report FY 25-26 and ESG KPI Roadmap till FY 2029-30 as defined within the scope. It may not be relied upon by other stakeholders for different purposes. Anares Analytics LLP shall not be held liable for any decisions or actions taken by third parties based on this assurance statement.

Conclusion

On the basis of our limited assurance procedures, nothing has come to our attention that causes us to believe that the Company has not fairly presented sustainability information in its Annual Sustainability Report FY 25-26, and ESG KPI Roadmap till FY 2029-30 for the reporting period, in all material respects.

Signature,
Mr. Pankaj Shah
Director
Anares Analytics LLP
Date: 17th June 2026
Place: India

AA1000
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001-223

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