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❖ About Neogen Chemicals & Sustainability Report –

■ Organizational Details:

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- 1. Innovative Products-** Neogen manufacturing Organic, Inorganic chemicals, Grignard Reagents, Advance Intermediates, lithium compounds for various industries, including pharmaceuticals, agrochemicals, and electronics.
- 2. Sustainability Focus-** The company emphasizes eco-friendly practices by utilizing sustainable resources in manufacturing processes.
- 3. Global Reach-** Neogen Chemicals is expanding its market presence internationally, serving clients across different countries.
- 4. Research & Development-** Process development and innovation are the key pillars of Neogen's research capabilities in fact; the promoters themselves are technocrats and drive R&D.

■ Entities Included in The Organizations:

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- Neogen Chemicals Limited is a leading Manufacturer of Bromine and Lithium-based Chemicals.
- Operational since 1991, Neogen manufacture specialty Bromine and Lithium-based chemical compounds, with a strong portfolio of organic and inorganic chemicals, led by technocrats and leaders in the Indian specialty chemicals space. Over the last decade, the Company has further leveraged its expertise to manufacture Advance Intermediates in Pharma / Agro / Flavors and Fragrance segment.
- Neogen operates out of its four state-of-the-art manufacturing facilities. These are located at Mahape, Navi Mumbai, Maharashtra, Karakhadi in Vadodara, Dahej SEZ, Pakhajan, Bharuch, Dahej PCPIR in Gujarat and Sangareddy, Hyderabad.
- "Neogen Ionics Limited" ("NIL"), the wholly owned subsidiary of the Company incorporated on March 29, 2023, engaged in the manufacturing of Lithium-Ion Battery materials which includes manufacturing electrolytes and Lithium electrolyte salts needed for electrolytes and other speciality new generation organic and inorganic chemicals and allied activities. Establishing a greenfield battery materials facility under Neogen Ionics Limited at Dahej PCPIR, Gujarat, spread across 65 acres.

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- The Company has acquired BULI Chemicals India Pvt. Ltd. in March 2023 which has its facility located at Hyderabad spread across 5 acres. With completion of Phase-I and Phase-II Expansions at Dahej SEZ, other brownfield expansions and recent acquisition of a facility at Hyderabad, the total organic chemicals manufacturing capacity increased from 1.30 m³ to 4.63 m³ of Reactor Capacity and the aggregate manufacturing capacity of Inorganic Chemicals has increased from 2.40 m³ to 39 m³.
- With the completion of our Greenfield facility at Dahej SEZ, Neogen can carry out multi-step synthesis in equipment of various sizes. Neogen is also focusing on Custom Synthesis and Manufacturing. Work has already commenced in this area with customers in Japan and Europe.

▪ Reporting Period, Frequency and Contact:

2-3

- **Reporting Period:** -
April-2024 to March-2025
- **Reporting Frequency:** -
Annual
- **Contact Person Name/ Designation:** -
Krushna Darji / Sr. General Manager

▪ Restatement of Information:

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About Report -

It is our pleasure to present our first Sustainability Report, which details our approach towards building a sustainable organization; our achievements and aspirations, and strategies to achieve desired goals. This Report has been prepared in reference with GRI Standards and can be accessed from <https://neogenchem.com/wp-content/uploads/Sustainability-Report-FY-2024-25.pdf>.

Reporting Scope and Boundary: The scope of the report includes all the activities and operations of our lithium and bromine derivatives business segment. In which sites include Dahej, Karakhadi, Mahape, Patancheru and Head office thane. The content of this Report is based on material topics those were identified through a structured stakeholder

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engagement process. We have also included other relevant disclosures to aid in enhanced comprehension of our sustainability initiatives and performance.

Exclusions: Because of new takeover of Buli chem at Hyderabad in the month of March 2023 for manufacturing n-butyl lithium.

Reporting References-

This report highlights our contribution towards achievement of United Nations Sustainable Development Goals (SDGs). This Report demonstrates our commitment with the ten principles of the United Nations Global Compact (UNGC). We have developed our risk management framework in accordance with the recommendations provided by the Taskforce for Climate-related Financial Disclosures (TCFD). Furthermore, we have voluntarily adopted the Business Responsibility and Sustainability Reporting (BRSR) Framework published by the Securities and Exchange Board of India (SEBI). The reporting period for this Report is FY 2024-25, i.e., from 1st April 2024 to 31st March 2025.

Company Contact Details-

It would be our privilege to receive your feedback and suggestions on our approach towards sustainability, performance, aspirations, and strategies. Please reach out to us at: sustainability@neogenchem.com

Restatement-

We have identified the lack of certification related to human rights, Ethics and sustainable procurement for the FY 2023-24, which impacted the disclosure of the previous financial year. These certificates have issued by an external certification body in this year's report.

▪ **External Assurance:**

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The report includes material financial and non-financial information about:

- All Neogen's operational locations in India including Vadodara and Dahej Plant at Gujarat and Mahape Plant at Maharashtra.
- The portfolio of sustainable manufactured products which help our clients and end users contribute to a circular economy.
- Sustainability measures implemented by us in our operations.

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- The multiple resources and relationships that the organization relies on to create value for stakeholders We have exercised the utmost care in the preparation of this report.

This report is progressive in nature and details continuous business actions, which are beyond March 2022. It might include forecasts and/or information relating to forecasts. Facts, expectations, and past data are typically the basis of forecasts. As with all forward-looking statements, the actual result may deviate from the forecast. As a result, we can provide no assurance on the correctness, completeness, and up-to-date nature of the information for our forward-looking statements and those declared as taken from third parties. Therefore, appropriate discretion on the part of readers is advised. We undertake no obligation to publicly update any forward-looking statements, whether as a result of new information, future events, or otherwise.

- **Assurance statement: -**

The management considers the report crucial, with key matters that are significant to our stakeholders. We provide industry-lead transparency about our governance practices, risk management, and internal controls. The Company's performance is highlighted in this report. Our management has conducted an external evaluation of the data in the report verified by Bureau Veritas.

Annual Report 2024-25 -

Annexure 'A' to the Independent Auditor's Report [Referred to in paragraph 1 under the heading 'Report on Other Legal and Regulatory Requirements' in the Independent Auditor's Report of even date to the members of Neogen Chemicals Limited on the standalone financial statements for the year ended March 31, 2025]

(i) (a) (A) The Company has maintained proper records showing full particulars, including quantitative details and situation of Property, Plant and Equipment.

(B) The Company has maintained proper records showing full particulars of intangible assets.

(b) According to the information and explanations given to us and based on our examination of the records of the Company, the Property, Plant and Equipment have been physically verified by the management at reasonable intervals and no material discrepancies were noticed on verification between the physical assets and the book records. In our opinion, the frequency verification of Property, Plant and Equipment is reasonable having regard to the size of the Company and the nature of its assets.

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(c) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the title deeds of all the immovable properties (other than properties where the Company is the lessee and the lease agreements are duly executed in favor of the lessee) disclosed in the financial statements are held in the name of the company.

(d) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the Company has not revalued its Property, Plant and Equipment (including Right of Use assets) or intangible assets during the year.

(ii) In respect of the Company's Inventories:

(a) In our opinion, and according to the information and explanations given to us, the inventory has been physically verified during the year by the management at reasonable intervals. In our opinion and according to the information and explanations given to us, the coverage, and procedures of such verification by the management were appropriate having regard to size of the Company and the nature of its operations. No discrepancies of 10 % or more in the aggregate for each class in inventory were noticed on such physical verification carried out during the year when compared with books of account.

(b) According to the information and explanations given to us, the Company has been sanctioned working capital limits of more than five crore rupees, in aggregate, at points of time during the year from banks or financial institutions based on security of current assets. In our opinion and according to the information and explanations given to us the quarterly returns or statements comprising stock statements, book debt statements, statements on other current assets filed by the company with such banks or financial institutions are in agreement with the books of account of the company of the respective quarters subject to Ind AS and other adjustments (Packing materials, consumptions fuel stores and spares) as per sanction terms.

(iii) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the Company has made investments in, provided guarantee or security, and granted loans or advances in the nature of loans, secured or unsecured, to companies, firms, Limited Liability Partnerships, or any other parties during the year, in respect of which:

(a) According to the information and explanations given to us and on the basis of our examination of the records of the Company, the Company has provided following loans or provided advances in the nature of loans, or stood guarantee, or provided security during the year.

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▪ Message from our Managing Director:



Integrating the principles of sustainability in our strategy has provided us an opportunity to leverage our experience and learnings and streamline our efforts in building a robust and resilient business model.

Since our Chairman, Dr. Haridas Kanani, called on Neogen Chemicals Limited to become the leading Indian conglomerate for sustainable business practices across its global operations we have made great strides to equip our businesses with tools, provide access to information, put systems and processes in place, and develop strategies to help us achieve the vision.

From the time we embarked on the Group sustainability journey, we have always been cognizant of the expectations that all the different stakeholders have from NCL businesses on aspects of Environment, Social and Governance (ESG). This has led to consistent advancement in our ways of working, our processes, our products, our people capability and, above all, our all-encompassing definition of what a sustainable NCL business is. As we enter this 'decade of action', we are strengthening our products, processes, and people to be more sustainable.

The corporates that integrate sustainability deep into their business will be the winners of tomorrow. The measure of success will be to create surplus not only for the organization but also all around and the key to success is the ability to strike the right balance. In environment, it will be to balance between our needs and the ability of nature to provide for them; in social, it will be a balance between the use of man and machine in the coming decades; and in governance, it will be about balancing the expectations of shareholders and stakeholders. I am confident that it is this balance that will take us ahead.

The theme of this year's Group level report is Accelerating ESG enhancement, Strengthening Sustainability, every word of which reflects our approach and ambition. The way we define sustainability at NCL, similarly, Agility is our ability to continuously raise the performance bar on parameters across the 3 dimensions of E, S and G. We are now accelerating ESG enhancement at the Group level and within individual businesses.

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While sustainability was earlier linked more closely with environment, the pandemic has heightened the focus on social performance. Governance is the pathway through which we deliver performance across all key areas in our businesses. Thus, ESG is the new currency with which a company's ability to sustain itself is being transacted.

We look at our “sustainable Approach” through lens of the (i) business sector of operation; (ii) geography of operation; (iii) position in the value chain to get holistic perspective; and (iv) time horizon/ maturity of practices in a business. This allows us to get an in- depth understanding of the ESG aspects that are relevant for our businesses, in keeping with what different stakeholders are expecting over a period. The approach lends us both the internal context - our strengths and weaknesses as well as the external context - risks & opportunities on all relevant ESG topics.

In keeping with the NCL vision, missions, purpose, and the Neogen groups values – integrity, commitment, passion, seamlessness and speed, the contextual information is used to develop/ update Group business strategies. An effective business strategy is one that will stand the test of time, affirm our targets and plan actions to achieve them.

▪ Supporting the Sustainable Development Goals:

- The UN Sustainable Development Goals (SDGs) provide a powerful framework for bringing focus and resources to the greatest challenges facing the world today on issues such as economic empowerment, human rights, health, and the natural environment. Neogen Chemical Limited is actively engaging with many different stakeholders on the SDGs where it can provide strategic insight and collaboration.
- Although we value all SDGs, we focus on those that are most relevant to our business and fundamentals. As a business-to-business company, we are part of vast production cycles and strive to help our customers achieve their goals and satisfy consumers’ demand for more sustainable products. In principle, we support all 17 SDGs yet have still identified the areas especially relevant to us. We can make a considerable contribution to value in these areas.
- Neogen Sustainability Goals - comprised of Innovation, Security, and carbon footprint-align with and support attainment of the SDGs. We at Neogen Chemical Limited are making hard efforts to contribute to those 12 Sustainable Goals at our personal as well as professional life which impact directly / indirectly on the environment, Health, and Safety of the surrounding and communities. All Policy-
<https://neogenchem.com/corporate-governance/>

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▪ Certifications-Integrated Management System:

To establish an efficient and effective system in place, NCL has acquired various certifications over the period in last one decade. These Certifications include Quality Management System, Environmental management System, Occupational Health, and Management System. To have efficient control over the API Intermediates products for pharmaceutical use, put in place the system like GMP Compliance.

All the Products NCL are dealing with exporting into EU are Registered under REACH.



Certificate-Integrated Management System

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Bureau Veritas Certification



NEOGEN CHEMICALS LIMITED



PLOT NO. Z/109, SEZ-II, DAHEJ, TALUKA-VAGRA, DIST-BHARUCH, PIN - 392 130, GUJARAT, INDIA.

Bureau Veritas Industrial Services (India) Private Limited has assessed the activities of the above organisation and found to be in accordance with the assessment protocol developed based on below criteria

Criteria

ISO 20400:2017
Sustainable procurement - Guidance

Scope of Assessment

SUSTAINABLE PROCUREMENT RELATED TO MANUFACTURING AND DISPATCH OF SPECIALITY INORGANIC AND ORGANIC CHEMICALS, ADVANCE INTERMEDIATES AND FINE CHEMICALS.

Assessment start date: 17 April 2025
Subject to the continued satisfactory compliance during periodical assessment of the organization's activities, this attestation is valid until: 16 April 2028
Attestation No. IND.25.2936/BA-SP Version: 1 Issue date: 17 April 2025

Authorized Signatory
Dr. JN MANIAN
Director - CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

Local office: Bureau Veritas Industrial Services (India) Pvt. Ltd.
72 Business Park, Marol Industrial Area, MIDC Cross Road 'C', Andheri (East), Mumbai - 400 093, India.

Further certifications regarding the scope of this assessment, the applicability of the criteria or to check this attestation validity write to cert.india@bureauveritas.com

Certifications-Sustainable Procurement

Bureau Veritas Certification



NEOGEN CHEMICALS LIMITED



PLOT NO. Z/109, SEZ-II, DAHEJ, TALUKA-VAGRA, DIST-BHARUCH, PIN-392130, GUJARAT, INDIA.

This is a multi-site certificate, additional site(s) are listed on the next page(s)

Bureau Veritas Industrial Services (India) Private Limited has assessed the activities of the above organisation and found to be in accordance with the assessment protocol developed based on below criteria

Criteria

ISO 26000:2010
Guidelines on Social Responsibility

Scope of Assessment

SOCIAL RESPONSIBILITIES GUIDANCE RELATED ACTIVITIES FOR OPERATION AND OFFICE ACTIVITIES SUPPORTING TO MANUFACTURING AND DISPATCH OF SPECIALITY INORGANIC AND ORGANIC CHEMICALS, ADVANCE INTERMEDIATE AND FINE CHEMICALS.

Assessment start date: 12 August 2025
Subject to the continued satisfactory compliance during periodical assessment of the organization's activities, this attestation is valid until: 11 August 2028
Attestation No. IND.25.2957/BA-SR Version: 1 Issue date: 12 August 2025

Authorized Signatory
Dr. JN MANIAN
Director - CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

Local office: Bureau Veritas Industrial Services (India) Pvt. Ltd.
72 Business Park, Marol Industrial Area, MIDC Cross Road 'C', Andheri (East), Mumbai - 400 093, India.

Further certifications regarding the scope of this assessment, the applicability of the criteria or to check this attestation validity please write to cert.india@bureauveritas.com

Certifications-Social Responsibility

Bureau Veritas Certification



NEOGEN CHEMICALS LIMITED



PLOT NO. Z/109, SEZ-II, DAHEJ, TALUKA-VAGRA, DIST-BHARUCH, PIN-392130, GUJARAT, INDIA.

This is a multi-site certificate, additional site(s) are listed on the next page(s)

Bureau Veritas Industrial Services (India) Private Limited has assessed the activities of the above organisation and found to be in accordance with the assessment protocol developed based on below criteria

Criteria

ISO 31000:2018
Risk Management – Guidelines

Scope of Assessment

RISK MANAGEMENT SYSTEM ACTIVITIES RELATED TO OPERATION AND OFFICE ACTIVITIES SUPPORTING TO MANUFACTURING AND DISPATCH OF SPECIALITY INORGANIC AND ORGANIC CHEMICALS, ADVANCE INTERMEDIATE AND FINE CHEMICALS.

Assessment start date: 12 August 2025
Subject to the continued satisfactory compliance during periodical assessment of the organisation's activities, this attestation is valid until: 11 August 2028
Attestation No. IND.25.2956/BA-RM Version: 1 Issue date: 12 August 2025

Authorized Signatory
Dr. JN MANIAN
Director - CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

Local office: Bureau Veritas Industrial Services (India) Pvt. Ltd.
72 Business Park, Marol Industrial Area, MIDC Cross Road 'C', Andheri (East), Mumbai - 400 093, India.

Further certifications regarding the scope of this assessment, the applicability of the criteria or to check this attestation validity please write to cert.india@bureauveritas.com

Certifications-Risk Management

Bureau Veritas Certification



NEOGEN CHEMICALS LIMITED



PLOT NO. Z/109, SEZ-II, DAHEJ, TALUKA-VAGRA, DIST-BHARUCH, PIN-392130, GUJARAT, INDIA.

Bureau Veritas Industrial Services (India) Private Limited certify that the Management System of the above organisation has been audited and found to be in accordance with the requirements of the Management System Standards detailed below

Standard

ISO 37001:2016
Anti-Bribery Management Systems - Requirements with guidance for use

Scope of certification

ANTI-BRIBERY MANAGEMENT SYSTEM FOR OPERATION AND OFFICE ACTIVITIES SUPPORTING TO MANUFACTURING AND DISPATCH OF SPECIALITY INORGANIC AND ORGANIC CHEMICALS, ADVANCE INTERMEDIATE AND FINE CHEMICALS.

Original cycle start date: 08 July 2025
Expiry date of previous cycle: Not Applicable
Certification Audit date: 31 May 2026
Certification cycle start date: 08 July 2025
Subject to the continued satisfactory operation of the organisation's Management System, this certificate is valid until: 07 July 2027
Certificate No. IND.25.2961/BA-ABM Version: 1 Issue date: 08 July 2025

Certification Authority
Dr. JN MANIAN
Director - CERTIFICATION, South Asia
Commodities, Industry & Facilities Division

Local office: Bureau Veritas Industrial Services (India) Pvt. Ltd.
72 Business Park, Marol Industrial Area, MIDC Cross Road 'C', Andheri (East), Mumbai - 400 093, India.

Further certifications regarding the scope of this certificate and the applicability of the management system requirements may be obtained by consulting the organisation. To check this certificate validity please call +91 22 6874 2000 OR E-mail: cert.india@bureauveritas.com

Certifications-Anti-Bribery Management

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▪ Key Economic Figures:

➤ Standalone Financial Performance-

- In FY 24-25, the Company's revenues reached an all-time high. This was due to the incremental contribution from expanded capacities, a sustained demand trajectory, and a favorable product mix. The revenue from operations in FY 24-25 stood at Rs. 777.6 crore, thereby reflecting 13% growth over the previous year.
- On March 5, 2025, a fire occurred at our Dahej facility, affecting the manufacturing unit (MPP-3), warehouse, and tank farms. There were no injuries or casualties, though production had to be suspended. I would, however, like to reassure all our stakeholders that this is a temporary setback. Thanks to the strength of our dedicated team and a recovery plan in place, we will not only overcome this challenge but will also emerge stronger and more resilient.
- We have received a total of ₹ 80.6 Crore, including ₹ 50.6 Crore (includes ₹ 50 Crore on-account payment) in June 2025 and an additional ₹ 30 Crore in July 2025 as on-account payments from the insurance company. The consolidated net claim receivable stands at ₹ 268.3 Crore.
- Company has contributed an amount of Rs. 1.28 crores towards CSR activities directly and through various organizations/trusts engaged in activities specified in Schedule

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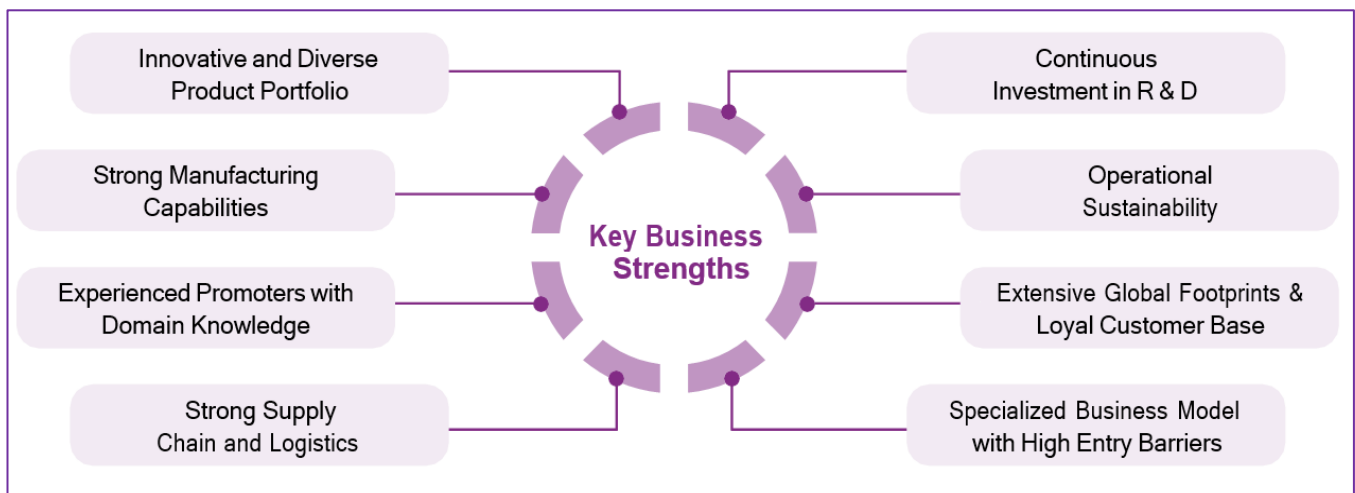
VII of the Act. Company has contributed towards CSR activities in the areas of environmental sustainability, promoting education, Water Conservation & Natural Resource Management, education, healthcare, rural development, and women empowerment projects.

➤ **Update on Fire Incident at Dahej Unit-**

- On March 5, 2025, a fire occurred at our Dahej facility, affecting the manufacturing unit (MPP-3), warehouse, and tank farms. There were no injuries or casualties, though production had to be suspended. I would, however, like to reassure all our stakeholders that this is a temporary setback. Thanks to the strength of our dedicated team and a recovery plan in place, we will not only overcome this challenge but will also emerge stronger and more resilient.
- We have received a total of Rs. 80.6 Crore, including Rs. 50.6 Crore (includes Rs. 50 Crore on-account payment) in June 2025 and an additional Rs. 30.0 Crore in July 2025 as on-account payments from the insurance company. The consolidated net claim receivable stands at Rs. 268.3 Crore.
- You would be delighted to know that we have initiated the construction of a replacement plant adjacent to the original site, subject to requisite approvals. Civil foundation work is complete, and long lead-time equipment has been ordered. The new facility is expected to be operational by early next year.

▪ **Activities, Value Chain and other business relationships:**

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▪ **Employees Diversity:**

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Nurturing Culture
Developing an empowering work culture letting our talent grow as we grow.



Tough love
We encourage our team members to challenge themselves, recognize high potential employees.

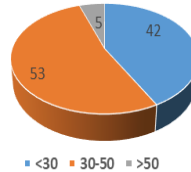


Whole self
We support our team members in developing their whole self, thus creating passionate and rounded individuals with diverse interests.



Permanent Employees-656

Workforce Age %



94% 6%

Employment is a key material aspect to our business operations; our robust employment framework helps us in creating and nurturing, inspiring workplace with expertise from various fields. We continually attract, develop, and retain the best talent in the industry. We strive to uphold the NCL's more than 30 years legacy by developing a company built on a foundation of trust, integrity, and respect for others.

Our employment agenda provides ambitious, unparalleled growth plans and career opportunities for our talent. Through career opportunities, benefits & rewards, and our training & development programs, we develop a workforce comprising of passionate and rounded individuals. We encourage our team members to perform to their full potential by creating an enabling workspace for them.

At NCL, we are cognizant of the importance of developing a diverse and inclusive workforce. Diversity is one of the core components of our people's philosophy. We have institutionalized diversity and inclusion into our employment processes- meritocracy, fairness and ethics being the pillars of our management strategy. We believe that workplace diversity is a vital component in building an enabling and empowering workplace. Keeping this in mind, we do not discriminate against our current or prospective

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employees based on nationality, race, caste, gender, gender identity/expression, physical ability, religion, color, sexual orientation, disability, age, or marital status. In our agenda to foster an inspiring workplace, we provide equal opportunities to all team members. We continually put in place several initiatives to further strengthen our diversity and inclusion framework.

▪ Non-Employees Workers Details:

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Annual Report 2024 Section IV-

IV. Employees						
19. Details as at the end of Financial Year:						
a. Employees and workers (including differently abled):						
Sr. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	382	360	94%	22	6%
2	Other than Permanent (E)	1	1	100%	0	0
3	Total employees (D + E)	383	361	94%	22	6%
WORKERS						
4	Permanent (F)	274	274	100%	0	0
5	Other than Permanent (G)	308	304	99%	4	1%
6	Total workers (F + G)	582	578	99%	4	1%

▪ Report on Corporate Governance:

The Company's Shares were listed at BSE Limited and National Stock Exchange of India Limited with effect from May 8, 2019. This Report on Corporate Governance is prepared and presented on account of the beliefs and practices of the Management in good Corporate Governance. The Company believes in following and implementing fair, transparent and ethical governance practices which is essential for achieving long term goals and enhancing stakeholders Value.

▪ Governance Structure and Composition-

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The members of the Board of Directors of the Company are eminent personalities from various fields who bring in a wide range of skills and experience to the Board, and they are entrusted with the ultimate responsibility of the management, general affairs, direction, and performance of the Company.

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Composition of Board of Directors: -

The Company complies with the provisions of Section 149 of the Companies Act, 2013 (“the Act”) and Regulation 17 of the Listing Regulations with regards to the composition of the Board.

The Board of Directors of the Company comprises an optimum combination of Executive and Non-Executive Directors. The Board comprises 8 (Eight) Directors as on March 31, 2024, of which 5 (Five) are Non-Executive Directors. The Board comprises 4 (Four) Independent Directors including 1 Woman Independent Director, that is, Directors, who apart from receiving sitting fees, do not have any other material pecuniary relationship or transactions with the Company, its promoters, or its management, which may affect independence of judgment of the Directors. The composition of the Board represents an optimal mix of professionalism, knowledge and experience and enables the Board to discharge its responsibilities and provide effective leadership to the business. The Independent Directors bring external perspective and independence to decision making.

All the Independent Directors have confirmed to the Board that they meet the criteria for Independence in terms of definition of ‘Independent Director’ stipulated under Regulation 16(1)(b) of the Listing Regulations and Section 149 of the Act. These confirmations have been evaluated and taken on record by the Board. None of the Independent Directors hold office as an Independent Director in more than seven listed companies as stipulated under Listing Regulations. In the opinion of the Board, the Independent Directors fulfill the conditions specified in the Listing Regulations and are independent of the management.

▪ **Nomination and Selection Process of Governance Body-**

2-10

The Directors present the Company’s Report on Corporate Governance for the year ended March 31, 2025. The Company’s philosophy is to achieve business excellence and optimize long term values & ethical business conduct for its stakeholders. The Company believes strongly that good corporate governance is intrinsic to the management of the Company affairs; it ensures fairness, transparency, and integrity of the management. We value, practice, and implement ethical and transparent business practices aimed at building trust amongst various stakeholders. We believe that Corporate Governance is a key element in improving efficiency and growth as well as enhancing investor confidence.

The philosophy and practice of Corporate Governance can be summarized as:

- Reasonable and ethical decision making.
- Transparency in all business dealings and transactions.
- Timely and accurate disclosure of information.

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- Integrity of reporting.
- The protection of rights and interests of all stakeholders.
- The Board, Employees and all concerned are fully committed to maximizing long-term value of the stakeholders of the Company.

▪ Chair of the Highest Governance Body-

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Dr. Harin Kanani, Managing Director is a son of Haridas Kanani, Chairman and Managing Director of the Company. None of the other Directors are related to each other.

▪ Role of the Highest Governance Body-

2-12

During the year under review a separate meeting of Independent Directors was held on February 1, 2025, and March 25, 2025, as required under Schedule IV to the Act (Code for Independent Directors) and Regulation 25(3) of the Listing Regulations. All the Independent Directors attended the meeting, and it was chaired by Manoj Pati.

At their meeting Independent Directors reviewed the performance of Chairperson, non – Independent Directors and Board as a whole and assessed the quality, quantity, and timeliness of flow of information between the Company’s management and the Board that is necessary for the Board to effectively and reasonably perform its duties.

▪ Delegation of Responsibility for Managing Impacts-

2-13

The Company has developed and implemented the Risk Assessment and Management Policy and the same is reviewed periodically by the Board of Directors. The Board has constituted Risk Management Committee, which would be reviewing this policy on a periodic interval. The Committee details and the Risk Assessment and Management Plan. The salient features of the Risk Assessment and Management Plan (“the policy”) are:

- Lay down a framework for identification, analysis, evaluation, mitigation, monitoring & reporting of various risks.
- Evolve the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects, which the business and operations of the Company are exposed to.
- Risk management allows Neogen to minimise losses and capitalise on opportunities.
- Understanding risk and Neogen’s appetite for risk will be key considerations in Neogen’s decision-making.

▪ **Role of the Highest Governance Body in Sustainability Reporting-**

2-14

The Company has established two pivotal committees: the Risk Management Committee and the Corporate Social Responsibility (CSR) Committee. In a forward-thinking move, the Company has woven Environmental, Social, and Governance (ESG) risks into the fabric of its Risk Management Committee's mandate. This integration ensures a comprehensive approach to identifying both internal and external risks, aligning with the Company's commitment to sustainable and responsible business practices.

Furthermore, the Company is dedicated to impactful CSR initiatives, focusing on a diverse range of areas to foster positive change. Key areas include:

- **Water Management Programmes:** Ensuring sustainable water use and access.
- **Environmental Sustainability:** Initiatives aimed at protecting and preserving the environment.
- **Agricultural Development:** Supporting innovations and improvements in farming practices.
- **Educational Promotion:** Enhancing educational opportunities for children.
- **Healthcare Advancement:** Improving access to preventive healthcare, sanitation, and contributing to disaster management efforts.
- **Women's Empowerment Projects:** Supporting initiatives that uplift and empower women.
- **Rural Development Projects:** Enhancing the quality of life and economic well-being in rural areas.

Through these focused CSR efforts, the Company not only addresses critical societal needs but also reinforces its role as a responsible and responsive corporate citizen. Along with, Risk Management & CSR Committee, the Company also has an EHS Committee at the plant and HO levels.

▪ **Conflicts of Interest-**

2-15

Every employee who is required to make a disclosure as mentioned shall do so, in writing, to his immediate superior who shall forward the information along with his comments to the person designated for this purpose by the MD who in turn will place it before the MD and/or the Board of Directors/Committee appointed by the Board and, upon a decision being taken in the matter, the employee concerned will be required to take necessary action as advised to resolve/avoid the conflict.

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Details of complaints with regard to conflict of interest:				
	FY 2024 - 2025		FY 2023 - 2024	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

▪ Communication of Critical Concerns-

2-16

The Company has adopted a 'Whistle-Blower Policy' for its Directors and Employees to report genuine concerns and to provide adequate safeguards against victimization of persons who may use such mechanism. The Mechanism is designed for enabling all the stakeholders to communicate their concerns about illegal or unethical practices, fraud, or violation of Company's Code of Conduct, if any, freely. No personnel of the Company have been denied access to the Chairperson of the Audit Committee. **During the year under review, no complaints were received under the Whistle Blower Policy.**

The "Whistle Blower" Policy adopted by the Company provides a ready mechanism for reporting violation of laws, rules, regulations or unethical conduct. The Confidentiality of the 'Whistle Blower' is maintained and he/she is not subjected to any victimization and/ or harassment. The functioning process of this mechanism has been elaborated in the Corporate Governance Report forming a part of this Annual Report. The said policy can be accessed on the company's website at <https://neogenchem.com/wp-content/uploads/L-Whistle-blower.pdf>.

▪ Collective Knowledge of the Highest Governance Body-

2-17

Sr. No.	Skills & Expertise	Haridas Kanani	Dr. Harin Kanani	Shyamsunder Upadhyay	Anurag Surana	Manoj Pati	Rajeshkumar Shah	Prof. Ranjan Malik	Avi Sabavala
1	Leadership	✓	✓	✓	✓	✓	✓	✓	✓
2	Industry experience	✓	✓	✓	✓	✓	✓	✓	✓
3	Science and Technology	✓	✓	✓			✓	✓	
4	IT & Digitalization	✓	✓	✓	✓	✓	✓	✓	✓
5	Strategy	✓	✓	✓	✓	✓	✓	✓	✓
6	Finance and Governance	✓	✓	✓	✓	✓	✓	✓	✓
7	HR & Communication	✓	✓	✓	✓	✓	✓		✓
8	Safety & Sustainability	✓	✓	✓	✓	✓	✓	✓	✓
9	Multiple Geography Experience	✓	✓	✓	✓	✓	✓		

▪ Evaluation of the Performance of the Highest Governance Body-

2-18

Independent Directors are evaluated based on parameters such as qualification, experience, knowledge and competency, ability to function as a team, initiative, commitment, independence, independent view, and judgement, understanding the environment in which the Company operates and contribution to strategic decision and raising valid concerns and management skills.

▪ Remuneration Policies-

2-19

The Company has adopted a Nomination and Remuneration policy, the policy for appointment and remuneration of Directors, key managerial personnel and senior management officials including the criteria for determining qualifications, positive attributes, independence of a director and other matters as per the requirements of section 178 (3) of the Act read with relevant rules made thereunder and Listing Regulations and to develop and recommend the Board a set of Corporate Governance Guidelines.

The Policy is available on the Company's website at <https://neogenchem.com/wp-content/uploads/NRC-Policy-2.pdf>. The Company affirms that the remuneration paid to

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the directors is as per the terms laid out in the Nomination and Remuneration Policy of the Company.

Details of fix component and performance linked incentives along with performance criteria.

Name of the Director	Designation	Service Contract	Notice Period	Salary	Provident Fund contribution by the Company	Other Perquisites	Ex-Gratia / Bonuses	Sitting Fees	₹ in Crore		No. of Shares Held
									Commission	Total	
Haridas Kanani	Chairman and Managing Director	August 11, 2023 to August 10, 2028 @	90 days	1.36	0.13	0	0.01	0	0 ⁵	1.50	1,04,05,078
Dr. Harin Kanani	Managing Director	July 22, 2022 to July 21, 2027	90 days	1.36	0.13	0	0.01	0	0 ⁵	1.50	20,00,000
Shyamsunder Upadhyay	Whole Time Director	August 7, 2024 till September 30, 2025 !	90 days	1.14	0.11	0	0.00	0	0	1.25	80
Anurag Surana	Non-Executive Non Independent Director	-	N.A.	0	0	0	0	0	0	0	2,25,000

▪ Process to Determine Remuneration-

2-20

Pursuant to Section 178 of the Act and Regulation 19 of the Listing Regulations, the Board of Directors has duly constituted the NRC Committee.

i. **NRC Committee Meetings:** The NRC Committee met 4 (four) times during the year, that is, on April 30, 2024, August 7, 2024, October 26, 2024, and March 25, 2025.

ii. Composition and Attendance:

Sr. No.	Name	Category	Designation in Committee	No. of Meetings	
				Eligible to attend	Attended
1	Hitesh Reshamwala	Non-Executive Independent Director	Chairman till September 30, 2024.	2	1
2	Sanjay Mehta	Non-Executive Independent Director	Member till September 30, 2024.	2	2
3	Ulla Ravindra Bhat	Non-Executive Independent Director	Chairman w.e.f. October 1, 2024 till close of business working hours on October 28, 2024.	1	1
4	Manoj Pati	Non-Executive Independent Director	Member w.e.f. October 26, 2024 and Chairman of the Committee w.e.f. October 29, 2024	1	1
5	Prof. Ranjan Malik	Non-Executive Independent Director	Member w.e.f. October 1, 2024.	2	2
6	Anurag Surana	Non-Executive Non-Independent Director	Member	4	4

The Company Secretary acts as the Secretary to the committee.

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▪ **Annual Total Compensation Ratio-**

2-21

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PURSUANT TO THE PROVISIONS OF SECTION 197 (12) OF THE COMPANIES ACT, 2013 READ WITH RULE 5 OF THE COMPANIES (APPOINTMENT AND REMUNERATION OF MANAGERIAL PERSONNEL) RULES, 2014

Median Remuneration of the employees of the company for the financial year is ₹ 0.0548 Crore.

I. The ratio of the remuneration of each director to the median remuneration of the employees of the company for the financial year ending March 31, 2025:

Sr. No.	Name of the Director	Ratio of remuneration to the median remuneration of the employees
1	Haridas Kanani	24.98
2	Dr. Harin Kanani	24.98
3	Sanjay Mehta (till September 30, 2024)	0.29
4	Hitesh Reshamwala (till September 30, 2024)	0.15
5	Shyamsunder Upadhyay	20.82
6	Anurag Surana	Not Applicable
7	Prof. Ranjan Kumar Malik	0.79
8	Avi Sabavala	0.85
9	Ullal Ravindra Bhat (from August 7, 2024 to October 28, 2024)	0.15
10	Rajeshkumar Shah (from August 7, 2024 to August 6, 2029)	0.45
11	Manoj Pati (from October 26, 2024 to October 25, 2027)	0.44

II. The percentage increase in remuneration of each Director, CFO, CS or Manager if any for the financial year ending March 31, 2025:

Sr. No	Name of the Director, CFO, CS or Manager	% Increase over last Financial Year
1	Haridas Kanani	0%
2	Dr. Harin Kanani	0%
3	Sanjay Mehta	Not Applicable
4	Hitesh Reshamwala	Not Applicable
5	Shyamsunder Upadhyay	25%
6	Anurag Surana	Not Applicable
7	Prof. Ranjan Kumar Malik	Not Applicable
8	Avi Kersi Sabavala	Not Applicable
9	Ketan Vyas	40%
10	Unnati Kanani	34%
11	Gopikrishnan Sarathy	Not Applicable

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- III. The percentage increase/ (decrease) in the median remuneration of employees in the financial year ending March 31, 2025: 5.04%.
- IV. The number of permanent employees on the rolls of the Company as on March 31, 2025: 65.
- V. The average remuneration is commensurate with the size and performance of the Company.
- VI. Comparison of the remuneration of KMP against the performance of the Company: -
 - It is commensurate with the turnover and profits of the Company and performance of the individual.

▪ Statement on Sustainable Development Strategy-

2-22

Neogen Chemicals Limited is committed to responsible business practices and sustainable growth. Our recent initiatives demonstrate our dedication to environmental protection, social responsibility, and governance. Our upcoming Greenfield Project in Dahej PCPIR, Pakhajan, Gujarat aligns with sustainable development goals. Our focus on battery materials and specialty chemicals supports emerging clean energy technologies.

We prioritize employee well-being and invest in their development as employees are the pillars of our business. We believe in the power of ethical sourcing to strengthen our value chains and strive for responsible sourcing practices and ethical supply chains.

We also follow the principles of circularity across our business. We also believe in local hiring to support SDG 8 and are glad to declare that 61% of our wages are associated with the rural and semi-urban employments.

We believe in a safe work culture and ensure topmost safety standards for our workforce. Our efforts have highly paid up, and we could achieve 0 Loss time injury frequency data during the reporting period.

We are committed to contributing positively to the communities where we operate by touching their lives positively through our CSR initiatives. Our focus on employee welfare and community engagement helps us align with SDG 8. We are Environmental stewards and continue to make efforts to reduce environmental impact through sustainable practices.

We are optimistic about our growth, and we also ensure to invest in R&D to explore state of the art technologies, expand our operations and align with latest sustainability trends.

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The company is committed to responsible business practices, environmental stewardship, and social welfare. I thank all my stakeholders including my employees for supporting through this sustainability journey and we have miles to go as the best is yet to come.

▪ **Policy Commitments-**

2-23

The Company maintains the highest ethical standards, guided by its Code of Conduct, which applies to all employees and senior management. This code underscores their dedication to integrity, transparency, and responsible business practices. The HR Policy further solidifies this commitment by advocating for fairness, equal opportunity, and respect in employment matters. Upholding these policies ensures that ethical conduct remains central to their operations, fostering trust with stakeholders and the communities they serve. Additionally, the Company's Whistleblower Policy offers guidance on reporting any misconduct or fraud within the organization.

▪ **Embedding Policy Commitments-**

2-24

As a part of our Ethos, Neogen Chemicals Limited is committed to work continuously towards ensuring a clean and sustainable environment. In order to achieve this goal, we commit ourselves to: Conduct all our operations in an environmentally responsible manner and comply with applicable statutory and global standards. Continuously assess our environmental impacts and measure and improve our environmental performance by adopting best practices for prevention and control of pollution. Make continuous efforts to reuse and recycle water at all our manufacturing sites thereby reducing freshwater consumption. Work towards minimising waste generated from our existing products and develop Value Added Products from the waste generated. Invest in research and development of environmentally sustainable processes for our products. Put special thrusts on efficient energy utilization / renewable energy as a measure to reduce carbon footprint.

▪ **Processes to Remediate Negative Impacts-**

2-25

The Company's Whistle-blower Policy provides a confidential and unbiased avenue for employees to report suspected misconduct. All complaints, referred to as "Reportable Matters," are directed to the Audit Committee, which ensures a comprehensive investigation in an unbiased manner. Based on the findings, the Committee recommends suitable disciplinary actions to address any confirmed issues.

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The company actively engages with stakeholders to identify community needs, implements robust grievance redressal mechanisms. While no Social Impact Assessments or Rehabilitation projects were required this year, Neogen’s projects, such as water infrastructure, nutrition, and education support, demonstrate its commitment to inclusive growth and equitable development.

The Company prioritizes the well-being of disadvantaged communities near its operations through targeted CSR initiatives. These initiatives are identified by directly engaging with local stakeholders to ensure they address the specific needs of vulnerable populations. Furthermore, the Company has a robust grievance redressal mechanism in place, enabling community members to voice their concerns and receive prompt, effective responses. This holistic approach not only uplifts the lives of those in need but also fosters trust and transparency between the Company and the communities it serves.

Composition and Attendance:

The Stakeholders' Relationship Committee met once during the year on August 6, 2024.

Sr. No.	Name	Category	Designation in committee	No. of Meetings	
				Eligible to attend	Attended
1	Prof. Ranjan Kumar Malik	Non-Executive Independent Director	Chairman	1	1
2	Dr. Harin Kanani	Executive Director	Member	1	1
3	Shyamsunder Upadhyay	Executive Director	Member	1	1

▪ **Mechanisms for Seeking Advice and Raising Concerns-**

2-26

The Company Secretary acts as the Secretary to the committee. The Company Secretary is the Compliance Officer as per the Listing Regulations. The 35th AGM held on September 27, 2024, was attended by Prof. Ranjan Kumar Malik, the Chairman of Stakeholders Relationship Committee.

• **Roles and Objectives:**

- i. To investigate complaints of shareholders and investors pertaining to transfer / transmission of shares, non-receipt of share certificates, non-receipt of dividends, non-receipt of annual reports, issue of duplicate share certificates and other miscellaneous complaints.
- ii. The Committee is responsible for satisfactory Redressal of Investors’ complaints.
- iii. The Stakeholder Relationship Committee also has a role as defined under Regulation.

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- Investors Complaints:**

Status of Investor Complaints as on March 31, 2025 as reported under Regulation 13(3) of the Listing Regulations is as under: Complaints pending as on April 1, 2024: Nil Received during the year: Nil Resolved during the year: Nil Pending as on March 31, 2025: Nil The Company has taken various investor-friendly activities like encouraging investors to register their email ids and arranging for e-Voting and virtual participation at the 35th AGM held on September 27, 2024, communication to shareholders for updating their bank account details and other details for payment of dividend and tax deducted at source related activity and communication of half-yearly financial results to the shareholders via email.

Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.	
	Yes/No (If yes, then give details of the mechanism in brief)
Permanent Workers	Yes
Other than Permanent Workers	
Permanent Employees	
Other than Permanent Employees	

The Company outlines its process for receiving and addressing grievances under its Whistleblower policy. A complainant can report detailed "Reportable Matters" or "Alleged Misconduct" to the Audit Committee. The Audit Committee handles these matters responsibly, ensuring confidentiality and impartiality. An investigative team is appointed to conduct inquiries, with the Chairman of the Audit Committee responsible for recommending disciplinary actions, if necessary.

Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If yes, then provide web-link for grievance redress policy)	FY 2024-2025			FY 2023-2024		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, a mechanism is in place to interact with community leaders to understand and address their concerns, if any	0	0	-	0	0	-
Investors (other than shareholders)	Yes, a mechanism is in place wherein certain Company representatives and the IR Agency of the Company understands and addresses their concerns, if any	0	0	-	0	0	-

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Shareholders	Shareholders may register their Complaints at https://scores.gov.in/scores/Welcome.html . Also, the Company has given Investor relations contact at https://neogenchem.com/investor-contacts/	1	0	Resolved	0	0	-
Employees and workers	Yes, HR policy and Code of Conduct of the Company.	0	0	-	0	0	-
Customers	Quality policy and Annual Customer Satisfaction Survey is done on timely basis.	11	0	Resolved	16	0	Resolved
Value Chain Partners	Yes, BRSR Policy and Suppliers Code of Conduct	0	0	-	0	0	-
Others (please specify)	Not Applicable	0	0	-	0	0	-

Compliance with Laws and Regulations-

2-27

The company conducted the secretarial audit of the compliance of applicable statutory provisions and the adherence to good corporate practices by NEOGEN CHEMICALS LIMITED (hereinafter called “the Company”), listed at BSE Limited and National Stock exchange of India Limited.

The Secretarial Audit was conducted for the year from April 1, 2024, to March 31, 2025 (“Audit Period”), in a manner that provided us a reasonable basis for evaluating the corporate conducts/statutory compliances of the Company and expressing our opinion thereon. The company engaged as Secretarial Auditors of the Company to conduct the Audit of the Company to examine the compliance of Companies Act, 2013. An auditor examined the books, papers, minute books, forms and returns filed, and other records maintained by the Company for the Audit Period according to the provisions of the following list of laws and regulations as amended from time to time.

The Company has formulated “the Code for Prevention of Insider Trading in the Securities of Neogen Chemicals Limited” which is available at <https://neogenchem.com/wp-content/uploads/JCode-of-Conduct-for-Prevention-of-Insider-Trading.pdf>. The Code aims to ensure monitoring, timely reporting and adequate disclosure of unpublished price sensitive information (UPSI) by the promoters, directors, key managerial personnel and connected person of NCL. Further, it also aims to bring transparency and fairness in

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dealing with the stakeholders and ensuring the adherence to all applicable laws and regulations.

- **Managing Director and Chief Financial Officer Certifications:**

The Managing Director and CFO have issued a certificate pursuant to the provisions of Listing Regulations certifying that the financial statements do not contain any untrue statements and these statements represent a true and fair view of the Company's affairs. The said certificate is annexed.

Certification by Managing Director (MD) and Chief Financial Officer (CFO) [IN TERMS OF REGULATION 17(8) OF SEBI (LISTING OBLIGATIONS AND DISCLOSURE REQUIREMENT) REGULATIONS, 2015]

- i. We have reviewed financial statements and the cash flow statement for the year ended March 31, 2025, and to the best of our knowledge and belief:
 1. these statements do not contain any materially untrue statement or omit any material fact or contain statements that might be misleading.
 2. these statements together present a true and fair view of the Company's affairs and follow existing accounting standards, applicable laws and regulations.
- ii. There are, to the best of our knowledge and belief, no transactions entered by the Company during the year which are fraudulent, illegal or violative of the Company's code of conduct.
- iii. We accept responsibility for establishing and maintaining internal controls for financial reporting and that we have evaluated the effectiveness of internal control systems of the Company pertaining to financial reporting and we have disclosed to the Auditors and Audit Committee, deficiencies in the design and operation of such internal controls, if any, of which we are aware and the steps we have taken or propose to take to rectify these deficiencies.
- iv. We have indicated to the Auditors and Audit Committee
 1. Significant changes, if any, in internal control over financial reporting during the year.
 2. Significant changes, if any, in accounting policies during the year and that the same have been disclosed in the notes to the financial statements; and
 3. Instances of significant fraud of which we have become aware and the involvement therein, if any, of the management or an employee having significant role in the Company's internal control system over financial reporting.

▪ Membership Associations-

2-28

Businesses often engage with policymakers to shape regulations and industry standards. This principle emphasizes that such advocacy must be transparent, responsible, and aligned with the broader public interest. It involves using influence not solely for profit, but for progress supporting policies that promote sustainability, equity, and innovation.

Neogen Chemicals advances this principle by maintaining active affiliations with trade and industry chambers at both state and national levels. The company's engagement in these forums is guided by a commitment to responsible advocacy prioritizing transparency, ethical conduct, and alignment with the broader public interest.

ESSENTIAL INDICATORS

a. Number of affiliations with trade and industry chambers/ associations.

The Company is affiliated with total 14 trade and industry chambers/associations

b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr. No	Name of Trade and industry chambers/associations	Reach of Trade/Industry
1	Federation of Gujarat Industries (FGI)	State
2	Vadodara chamber of commerce and industry (VCCI)	State
3	Dahej Industries Association	State
4	Indian Energy Storage Alliance (IESA)	National
5	Indian Chemical Council (ICC)	National
6	IMC Chamber of Commerce and Industry	National
7	Federation of Indian Chambers of Commerce and Industry (FICCI)	National
8	The Associated Chambers of Commerce and Industry of India (ASSOCHAM)	National
9	The Confederation of Indian Industry (CII)	National
10	CHEMEXCIL	National

▪ Approach to Stakeholder Engagement-

2-29

No business operates in isolation. Actions taken by an organization affect a wide range of stakeholders from customers and employees to communities and investors. This principle calls for meaningful engagement with all stakeholders. It involves listening, understanding, and responding to their concerns and expectations. By building strong, trust-based relationships, organizations can co-create value and drive long-term success.

Neogen Chemicals brings this principle to life through a structured and inclusive stakeholder engagement process. The company systematically identifies key stakeholder

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groups ranging from shareholders and customers to employees, suppliers, regulatory bodies, and local communities ensuring their expectations are understood and addressed. Engagement channels such as surveys, meetings, reports, and community initiatives are tailored to each group and occur at regular intervals, from monthly to annually, or as needed. By actively listening and responding to stakeholder concerns on topics like transparency, responsible production, and local development, Neogen fosters trust and co-creates value, reinforcing its commitment to long-term, sustainable success.

List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement'
Shareholders	No	<ul style="list-style-type: none"> Company website Reports on stock exchange Investor meets Quarterly results 	<ul style="list-style-type: none"> Monthly Quarterly Half Yearly Annually 	<ul style="list-style-type: none"> Long term value creation Transparency Good governance Socially & Environmentally Responsible Brand Image
Customers	No	<ul style="list-style-type: none"> Emails Customer satisfaction survey 	Need based	<ul style="list-style-type: none"> Responsible Production Competitive cost Quality & timely delivery
Employees	No	<ul style="list-style-type: none"> Emails Meetings Notice Boards HR Portal 	<ul style="list-style-type: none"> Monthly Quarterly Half-Yearly 	<ul style="list-style-type: none"> Diversity Quality of work and life Fair wages & remuneration benefits Training & Development Career growth Health & safety
Regulatory bodies and government agency	No	<ul style="list-style-type: none"> Seminars specialized programs conferences 	<ul style="list-style-type: none"> Quarterly Annually 	<ul style="list-style-type: none"> Implementation of compliance management system Proactive compliance
Suppliers and contractors	No	<ul style="list-style-type: none"> Supplier meets contract discussion meetings 	<ul style="list-style-type: none"> Monthly Quarterly Annually Need based 	<ul style="list-style-type: none"> Cost Timely delivery On time payment Ethical behavior Product quality Health & safety
Local Communities	No	<ul style="list-style-type: none"> Regular engagement with local communities Community engagement during CSR initiatives 	Need based	<ul style="list-style-type: none"> Development interventions Local employment generation

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The Stakeholders Relationship Committee met once during the year on August 6, 2024.

Sr. No.	Name	Category	Designation in committee	No. of Meetings	
				Eligible to attend	Attended
1	Prof. Ranjan Kumar Malik	Non-Executive Independent Director	Chairman	1	1
2	Dr. Harin Kanani	Executive Director	Member	1	1
3	Shyamsunder Upadhyay	Executive Director	Member	1	1

▪ Collective Bargaining Agreements-

2-30

Membership of employees and worker in association(s) or Unions recognised by the listed entity,

Category	FY 2024-2025			FY 2023-2024		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
Total Permanent Employees	382	0	0%	328	0	0%
Male	360	0	0%	309	0	0%
Female	22	0	0%	19	0	0%
Total Permanent Workers	274	14	5.11%	260	14	5.38%
Male	274	14	5.11%	260	14	5.38%
Female	0	0	0%	0	0	0%

▪ Process to Determine Material Topics-

3-1

Company committed to contributing positively to the communities where we operate by touching their lives positively through our CSR initiatives. Company focuses on employee welfare and community engagement helps us align with SDG 8. Company are Environmental stewards and continue to make efforts to reduce environmental impact through sustainable practices. The company is committed to responsible business

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practices, environmental stewardship, and social welfare. Company stakeholders including employees for supporting through this sustainability journey.

Company CSR initiatives are rooted in creating meaningful and lasting impact across the key areas of education, water conservation, environment, women empowerment, and healthcare. In F.Y. 2024-25, company impacted thousands of lives through grassroots interventions, infrastructure development, skill-building, and environmental stewardship. As company move forward, company remain committed to fostering more inclusive, resilient, and sustainable communities.

The Company has established two pivotal committees: the Risk Management Committee and the Corporate Social Responsibility (CSR) Committee. In a forward-thinking move, the Company has woven Environmental, Social, and Governance (ESG) risks into the fabric of its Risk Management Committee's mandate. This integration ensures a comprehensive approach to identifying both internal and external risks, aligning with the Company's commitment to sustainable and responsible business practices.

Furthermore, the Company is dedicated to impactful CSR initiatives, focusing on a diverse range of areas to foster positive change. Key areas include:

- **Water Management Programmes:** Ensuring sustainable water use and access.
- **Environmental Sustainability:** Initiatives aimed at protecting and preserving the environment.
- **Agricultural Development:** Supporting innovations and improvements in farming practices.
- **Educational Promotion: Enhancing educational opportunities for children.**
- **Healthcare Advancement: Improving access to preventive healthcare, sanitation, and contributing to disaster management efforts.**
- **Women's Empowerment Projects: Supporting initiatives that uplift and empower women.**
- **Rural Development Projects: Enhancing the quality of life and economic well-being in rural areas.**

In alignment with this principle, Neogen Chemicals conducted targeted training and awareness programmes during the financial year, on topics such as anti-bribery, ethics, and environmental responsibility. The company maintains a robust anti-corruption policy and reported zero disciplinary actions or conflict-of-interest complaints involving directors, KMPs, employees, or workers. The company also ensures openness in business dealings, with clear disclosures on related party transactions and supplier Concentration.

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ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	-	-	-
Key Managerial Personnel	-	-	-
Employees other than BoD and KMPs	6	<ul style="list-style-type: none"> • Bribery (Anti-Corruption) Policy • Environment Awareness Programme • Induction Programme-Covering Ethics, Transparency, Accountability • Women health awareness program • Stress Management Training • Yoga Training 	81%
Workers	2	<ul style="list-style-type: none"> • Induction Programme-Covering Ethics, Transparency, Accountability • Yoga Training 	36%

▪ List of Material Topics-

3-2

Sr. No.	Material issue identified	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Negative financial impact is incurred due to increased operational costs from fluctuating energy prices or potential regulatory changes
2	Occupational Health & Safety	Negative financial impact is incurred due to increased expenditure over initiatives and assets management.
3	Waste Management	Negative impact is endured due to measures of waste handling and management.
4	Climate Change	Additional costs are incurred for the monitoring and management of emissions, resulting in negative implications.
5	Compliance	Negative implications are observed due to investments to ensure compliance within the processes and Implications would be positive as the company adheres to Compliances and this outweighs the cost that would be incurred due to non-compliance.

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6	Water & effluent	Financial negative impact is incurred due to potential risk of increased cost of wastewater treatment.
7	Human Rights	Negative impact is incurred because of possible increased compliance costs, potential legal liabilities and these risks may affect investor confidence, lead to higher operational expenses.
8	Business Ethics	Positive impact is incurred financially. By prioritizing sustainability and ethically responsible practices, the company can tap into growing markets that value ethical standards, ultimately driving profitability and long-term growth
9	Supply Chain Sustainability	Negative implications as it may affect our deliveries as well.
10	Training & Education	Positive implications due to increased work productivity.
11	Local Communities	Positive implications are due to reputational gains and benefits to society as a whole.
12	Materials	Negative Implications, as Neogen Chemicals may face financial implications due to volatility and rising costs of raw material like lithium which is crucial for product line.
13	Market Presence	Positive implications are due to increased market penetration and customer base.
14	Technology	Negative implications may be incurred.
15	Global Uncertainty	Negative impact may be incurred.

▪ **Management of Material Topics-**

3-3

Sr. No.	Material issue identified	In case of risk, approach to adapt or mitigate
1	Business Risk	To mitigate these risks, the Company has adopted precautionary measures such as diversifying into stable geographies, focusing on long-term planning, seeking strong legal counsel and adopting competitive strategies. Vendor diversification, optimal inventory management and a robust supply chain network further reduce exposure. The Company monitors these risks through event-based reviews during disruptions, quarterly

		assessments of economic policies and regular vendor audits to ensure early identification of potential issues.
2	Market and Competitive Risks	Neogen focuses on innovation, product diversification, R&D, customer engagement and competitive pricing strategies. Expansion into new geographies and certifications to access global markets also strengthen its positioning. The Company's monitoring mechanisms include weekly sales reviews, regular feedback from customers and ongoing market price surveys to track competitive trends.
3	Environment, Health and Safety Risk (EHS)	The Company's mitigation measures include stringent safety protocols, employee training, fire safety systems, regular mock drills, effluent monitoring and sustainable practices such as waste management and renewable energy adoption. Employee-friendly HR policies and strong labour relations also reduce workforce-related risks. The Company monitors these areas through daily effluent checks, quarterly safety audits, routine mock drills and employee engagement surveys to ensure compliance and preparedness.
4	Financial Risk	To manage these risks, Neogen ensures diversified financing sources, maintains robust working capital controls, adopts forex hedging, secures adequate insurance coverage and follows strict compliance with IND Accounting Standards (AS). Monitoring is done through monthly financial closures, weekly cash flow forecasts, insurance Management Information System (MIS) tracking and regular reviews by top management.
5	Information Technology (IT) Risk	Neogen's mitigation strategies include implementing IT access policies, using licensed software, deploying firewalls, ensuring Virtual Private Network (VPN) and encryption security and maintaining strong data backup systems. Regular staff training on cyber awareness further strengthens preparedness. These risks are monitored through monthly reviews of access logs, quarterly audits of user roles, firewall monitoring and periodic external IT security reviews.

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6	Regulatory Risk	<p>The Company receives professional legal guidance and maintains strong compliance systems to remain aligned with evolving regulatory requirements and international standards. It engages proactively with Indian regulatory authorities and global clients, while mitigating risks through a structured compliance management system, detailed Standard Operating Procedures (SOPs), thorough contract vetting and consultation with external legal experts when required. Monitoring is ensured through weekly compliance checklists, regular tracking of litigations and timely reminders to relevant departments for adherence.</p>
7	R&D and Innovation Risks	<p>Neogen's key strength lies in its technological innovation. With advanced research and development facilities in Mahape, Navi Mumbai, Maharashtra and Karakhadi, Vadodara, the Company is at the forefront of cutting-edge developments. Its skilled and dynamic R&D team has been instrumental in driving progress. Since launching dedicated R&D units in 2001, Neogen has significantly expanded its product portfolio, growing from 20 products in 2001 to 246 by F.Y. 2024-25, reflecting the strength of its R&D capabilities. Neogen is committed to further enhancing and expanding its research and development efforts.</p>
8	Forex Risk	<p>Neogen has carefully developed a foreign exchange strategy to mitigate exchange rate risk through targeted hedging measures. The Company applies a netting strategy to efficiently manage its foreign exchange exposure.</p>
9	Risk Associated to Sourcing of Lithium	<p>Neogen has built a stable supply chain through over three decades of collaboration with two of the world's largest lithium mining companies. To further reduce risks, the Company has diversified its supplier base by adding 2-3 more global lithium suppliers, ensuring a reliable supply. To protect its profit margins, Neogen passes on the fluctuating costs of lithium to its customers. Additionally, the Company enters into long-term agreements that tie</p>

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		the prices of final goods to lithium market prices over extended periods.
10	Input Price Risk	Neogen’s procurement team is crucial in managing risks related to raw material supplies and price fluctuations. They ensure that a significant portion of the Company’s key materials is sourced from multiple suppliers across different regions. Additionally, Neogen encourage strong, long-term relationships with its suppliers, allowing the Company to secure cost-effective raw materials and maintain adequate inventory levels to effectively address these challenges.

• **Specific commitments, goals and targets set by the entity with defined timelines-
Targets:**

- With electricity accounting for 69.50% of Scope-II emissions, Neogen aims to cut these emissions by 25% by 2030, 50% by 2040, and achieve full elimination by 2050 through renewable energy.
- For Scope-I emissions, which contribute 17.80% of CO2 output, the company plans to replace coal and diesel with natural alternatives by 2030.
- Scope-III emission assessments are scheduled to begin by 2028.

Diversity & Inclusive Workforce Goal-

Objective:

Increase women’s representation to 10% of the workforce and enhance inclusion of differently abled by F.Y. 2029-30.

Goals:

1. Strengthen female recruitment and leadership through equitable HR practices.
2. Hire a minimum of 2 differently abled individuals per manufacturing unit in basic process and worker-level roles, supported by accessible infrastructure and inclusive onboarding.

Local Economic development-

Objective: Promote local economic development by allocating 25% of procurement to local vendors and MSMEs.

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Goals: Currently, 18% of Neogen's total input materials are sourced from MSMEs. We aim to increase this to 25% by the end of F.Y. 2025-26 to further strengthen our commitment to local economic development.

- **Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met:**

1. **Energy:** Neogen has achieved a 90% reduction in natural gas usage at its Thermal Plant through the installation of a PNG gas boiler. The company has also implemented several energy-efficient technologies, including dry vacuum pumps, in-house CO₂ reuse systems, and a natural gas pipeline. Waste heat recovery systems have further reduced freshwater and energy consumption.

2. **Waste:** In F.Y. 2023-24, Neogen reduced recyclable waste by 38.08%, pre-processed waste by 56.30%, and landfill volumes by 81.87% compared to the previous year.

- **Responsible Care Global Charter:**

Neogen Chemicals Limited (NCL) is a committed participant in the **Responsible Care[®]** initiative, a global voluntary framework designed to drive continuous improvement in health, safety, environmental performance, and security within the chemical industry.

As an Indian specialty chemical company, Neogen implements these principles primarily through its alignment with the **Indian Chemical Council (ICC)**, which manages the program in India.

Core Pillars of the Global Charter at Neogen-

The Responsible Care Global Charter, which Neogen supports, is built on six key elements:

- **A Corporate Leadership Culture:** Proactively supporting safe chemicals management through senior management commitment.
- **Safeguarding People and the Environment:** Continuous improvement in environmental, health, and safety (EHS) performance and product safety.
- **Strengthening Chemical Management Systems:** Participating in life-cycle-oriented, data-driven, and risk-based safety practices.
- **Working with Business Partners:** Promoting safe chemicals management across the entire value chain, from suppliers to customers.

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- **Engaging Stakeholders:** Transparently responding to community concerns and communicating openly about performance.
- **Contributing to Sustainability:** Developing innovative technologies and solutions to societal challenges.

Implementation and Compliance-

Neogen integrates these global standards into its daily operations and reporting structures:

Feature	Details
Sustainability Reporting	Neogen publishes annual Sustainability Reports and Business Responsibility and Sustainability Reports (BRSR) that track KPIs related to the Charter.
Certifications	The company maintains ISO 14001 (Environment) and ISO 45001 (Occupational Health and Safety) certifications to validate its EHS standards.
Safety Audits	Regular internal and external audits are conducted at their manufacturing sites (such as Dahej and Karakhadi) to ensure compliance with the "Process Safety" and "Pollution Prevention" codes.
Community Impact	Through its CSR policy, Neogen focuses on water management and environmental sustainability in the villages surrounding its plants, fulfilling the Charter's "Stakeholder Engagement" mandate.

▪ **ACD Responsible Distribution:**

Neogen Chemicals Limited (NCL) adheres to the **ACD Responsible Distribution™** standards primarily through its integration with global safety frameworks and its strategic position as a preferred supplier for international distributors.

While NCL is a manufacturer (and thus aligns with **Responsible Care**), it follows the **ACD (Alliance for Chemical Distribution)** protocols to ensure that its logistics, storage, and handling meet the rigorous requirements of its global distribution partners.

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Core Components of NCL’s Responsible Distribution-

The ACD framework (formerly NACD) requires a third-party verified environmental, health, safety, and security (EHS&S) program. Neogen meets these standards through:

- **Risk Management & Security:** Implementation of site security and emergency response protocols, specifically for high-risk materials like **Bromine** and **Lithium**.
- **Carrier Safety:** Ensuring that all third-party logistics (3PL) providers are vetted and compliant with international hazardous material transport regulations.
- **Product Stewardship:** Providing comprehensive Safety Data Sheets (SDS) and technical support to distributors to ensure safe end-user handling.
- **Supply Chain Transparency:** Aligning with ACD’s Guiding Principles regarding the sourcing and tracking of raw materials.

Compliance Framework at Neogen-

Neogen maintains a multi-layered compliance structure to uphold these distribution standards:

Pillar	Implementation at Neogen
Verification	Participation in periodic external audits to verify adherence to distribution safety codes.
Logistics Control	Automated tracking and specialized packaging for moisture-sensitive Lithium salts and corrosive Bromine derivatives.
Sustainability	Reporting via the Business Responsibility and Sustainability Report (BRSR) to track the carbon footprint of its distribution network.
Quality Assurance	Maintenance of ISO 9001:2015 and ISO 45001 certifications across its Dahej and Karakhadi sites.

Strategic Importance-

For a company like Neogen, which exports to over 28 countries, ACD compliance is not just a safety measure but a **market entry requirement**. Most major chemical distributors in the US and Europe (who are ACD members) require their manufacturing partners to prove that their "Responsible Distribution" practices are equivalent to ACD’s standards to mitigate liability and environmental risk.

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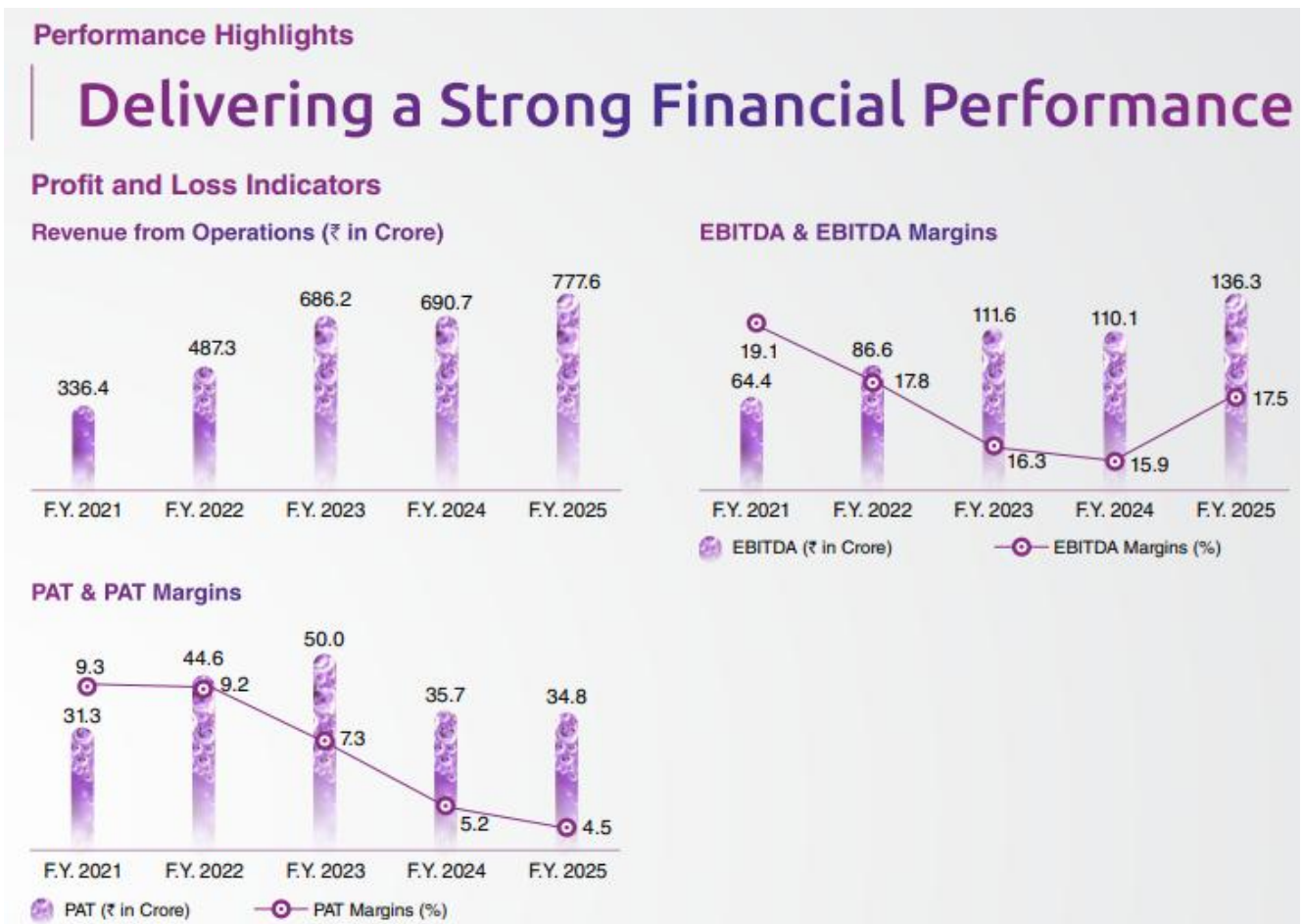
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Note: In 2024-2025, NCL transitioned its leadership, with Dr. Harin Kanani spearheading the "Neogen 2.0" growth strategy, which includes a heavy focus on the **Lithium-Ion Battery** supply chain—an area where Responsible Distribution for hazardous electrolytes is critical.

❖ Economic Performance –

▪ Direct Economic Value Generated and Distributed:

201-1



▪ **Financial Implications and Other Risks:**

201-2

Overview of the entity’s material responsible business conduct issues. It indicates the material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to the business, rationale for identifying the same approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Energy Management	Risk	Given the mounting regulatory landscape surrounding energy management and alternative fuels, it's crucial for the Company to prioritize efficient and environmental friendly energy sources.	The Company consistently conducts energy-saving assessments to identify opportunities for enhancing energy efficiency across its operations. Key initiatives encompass the deployment of energy-efficient technologies, infrastructure upgrades, and the adoption of smart energy management systems. Additionally, they prioritize the utilization of renewable energy sources and aim to elevate their proportion in the energy mix.	Negative financial impact is incurred due to increased operational costs from fluctuating energy prices or potential regulatory changes
2	Occupational Health & Safety	Risk	The chemical sector's workforce is consistently exposed to hazards and chemical risks. As a responsible corporate citizen, it is imperative for the Company to protect its workforce by implementing initiatives and strict protocols to minimize the risk of incidents and mishaps.	The company emphasizes employee well-being with a thorough Health and Safety Management Plan. Prioritizing prevention and mitigation, they actively identify and manage potential hazards for a safe working environment. The Process Safety and Risk Management protocols include stringent measures aligned with or surpassing industry standards to prevent accidents and control risks.	Negative financial impact is incurred due to increased expenditure over initiatives and assets management.
3	Waste Management	Risk	Effective waste management is crucial for the Company to uphold responsible operations and ensure safety. Given the nature of its operations, the Company produces substantial waste, including solvents and chemicals potentially harmful to the environment and human health. Encouraging safe disposal practices is imperative for ensuring sound waste management.	The Company responsibly manages its solid waste by disposing of it at authorized landfills and incinerators according to its policy.	Negative impact is endured due to measures of waste handling and management.

▪ **Defined Benefit Plan:**

201-3

Employee Benefits-

a) Defined Contribution Plans

The Company makes contributions, determined as a specified percentage of employee salaries, in respect of qualifying employees towards Statutory Provident Fund, which is a defined contribution plan. The contributions as specified under the law are paid to government authorities.

Particulars	As at March 31, 2025	As at March 31, 2024
Benefits Paid (Contribution to)		
Provident Fund	5.01	3.13
	5.01	3.14

b) Defined Benefit Plans

Gratuity

The Company has covered its Gratuity liability under Group Gratuity policy viz 'Employee Group Gratuity Scheme' issued by LIC of India. As per company policy, an employee on separation (after fulfilling other conditions) is eligible for benefit, which is equal to 15 days salary for each completed year of service. Hence, Gratuity is covered under a defined benefit plan. The Insurance policy represents the plan assets. The present value of obligation is determined based on actuarial valuation using the Projected Unit Credit Method, which recognizes each period of service as giving rise to additional unit of employee benefit entitlement and measure each unit separately to build up the final obligation.

Compensated Absences

The Company has also provided long term compensated absences which is outstanding. The obligation for leave encashment is recognised in the same manner as gratuity.

The following tables summarise the components of net benefit expense recognised in the statement of profit and loss and the funded status and amounts recognised in the balance sheet for gratuity and leave encashment plan

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Changes in present value of the defined benefit obligation		
Particulars	Gratuity	
	As at March 31, 2025	As at March 31, 2024
1) Opening present value of defined benefit obligation	5.43	4.04
2) Current Service Cost	0.86	0.65
3) Interest Cost	0.39	0.30
4) Benefits paid	(0.14)	(0.26)
5) Actuarial (Gain) / Loss on obligation due to change in demographic assumptions	0.00	0.00
6) Actuarial (Gain) / Loss on obligation due to change in financial assumptions	0.22	0.13
7) Net transfer in / (out) (including the effect business combinations)	0.25	(0.09)
8) Actuarial (Gain) / Loss on obligation due to experience	0.29	0.66
9) Closing present value of defined benefit obligation	7.30	5.43

Category	FY 2024-2025					FY 2023-2024				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Workers										
Permanent	274	0	0	274	100%	260	11	4%	249	96%
Male	274	0	0	274	100%	260	11	4%	249	96%
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	308	308	100%	0	0	562	512	91%	50	9%
Male	304	304	100%	0	0	557	507	91%	50	9%
Female	4	4	100%	0	0	5	5	100%	0	0

▪ **Financial Assistance Received from Government:**

201-4

Grants and subsidies from the government are recognized when there is reasonable assurance that

- (i) the company will comply with the conditions attached to them and
- (ii) the grant /subsidy will be received

Government grants are recognized in the Statement of Profit and Loss on a systematic basis over the years in which the Company recognizes the related costs for which the grants are intended to compensate or when performance obligations are made. Where the

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grant relates to an asset, it is recognized as deferred income and credited to income in equal amounts over the expected useful life of the related asset.

Grants and subsidies from the government are recognised when there is reasonable assurance that

- (i) the Group will comply with the condition attached to them and
- (ii) the grant /subsidy will be received.

Government grants are recognised in the Statement of Profit and Loss on a systematic basis over the years in which the Group recognises the related costs for which the grants are intended to compensate or when performance obligations are made. Where the grant relates to an asset, it is recognized as deferred income and credited to income in equal amounts over the expected useful life of the related asset.

▪ Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage:

202-1

Human rights are universal and non-negotiable. Businesses must ensure that their operations and those of their partners uphold the dignity and rights of every individual. This includes eliminating discrimination, preventing child and forced labour, and promoting freedom of expression and association. Respecting human rights goes beyond compliance; it is about fostering a just and equitable world.

Neogen Chemicals operationalizes this principle by ensuring that its employees and workers receive training on human rights policies and issues each year. The company assures that all staff are paid above minimum wage, maintains a strict zero-tolerance policy for child and forced labour, and enforces robust anti-discrimination and anti-harassment mechanisms. Dedicated committees and confidential grievance redressal systems safeguard employee rights, with no reported cases of human rights violations or workplace harassment in the reporting period. These actions reflect Neogen's unwavering commitment to upholding dignity, equity, and respect throughout its operations and value chain.

ESSENTIAL INDICATORS

1. **Employees and workers who have been provided training on human rights issues and policy (ies) of the entity, in the following format.**

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Category	FY 2024-2025			FY 2023-2024		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees / workers covered (D)	% (D / C)
Employees						
Permanent	382	382	100%	328	328	100%
Other than permanent	1	1	100%	0	0	0
Total Employees	383	383	100%	328	328	100%
Workers						
Permanent	274	274	100%	260	260	100%
Other than permanent	308	308	100%	562	562	100%
Total Workers	582	582	100%	822	822	100%

2. Details of minimum wages paid to employees and workers, in the following format.

Category	FY 2024-2025					FY 2023-2024				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Permanent	382	0	0	382	100%	328	0	0	328	100%
Male	360	0	0	360	100%	309	0	0	309	100%
Female	22	0	0	22	100%	19	0	0	19	100%
Other than Permanent	1	0	0	1	100%	0	0	0	0	0
Male	1	0	0	1	100%	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0
Workers										
Permanent	274	0	0	274	100%	260	11	4%	249	96%
Male	274	0	0	274	100%	260	11	4%	249	96%
Female	0	0	0	0	0	0	0	0	0	0
Other than Permanent	308	308	100%	0	0	562	512	91%	50	9%
Male	304	304	100%	0	0	557	507	91%	50	9%
Female	4	4	100%	0	0	5	5	100%	0	0

▪ Proportion of Senior Management:

202-2

No business operates in isolation. Actions taken by an organization affect a wide range of stakeholders from customers and employees to communities and investors. This principle calls for meaningful engagement with all stakeholders. It involves listening, understanding, and responding to their concerns and expectations. By building strong, trust-based relationships, organizations can co-create value and drive long-term success.

Neogen Chemicals brings this principle to life through a structured and inclusive stakeholder engagement process. The company systematically identifies key stakeholder groups ranging from shareholders and customers to employees, suppliers, regulatory bodies, and local communities ensuring their expectations are understood and addressed. Engagement channels such as surveys, meetings, reports, and community initiatives are tailored to each group and occur at regular intervals, from monthly to annually, or as needed. By actively listening and responding to stakeholder concerns on topics like transparency, responsible production, and local development, Neogen fosters trust and co-creates value, reinforcing its commitment to long-term, sustainable success.

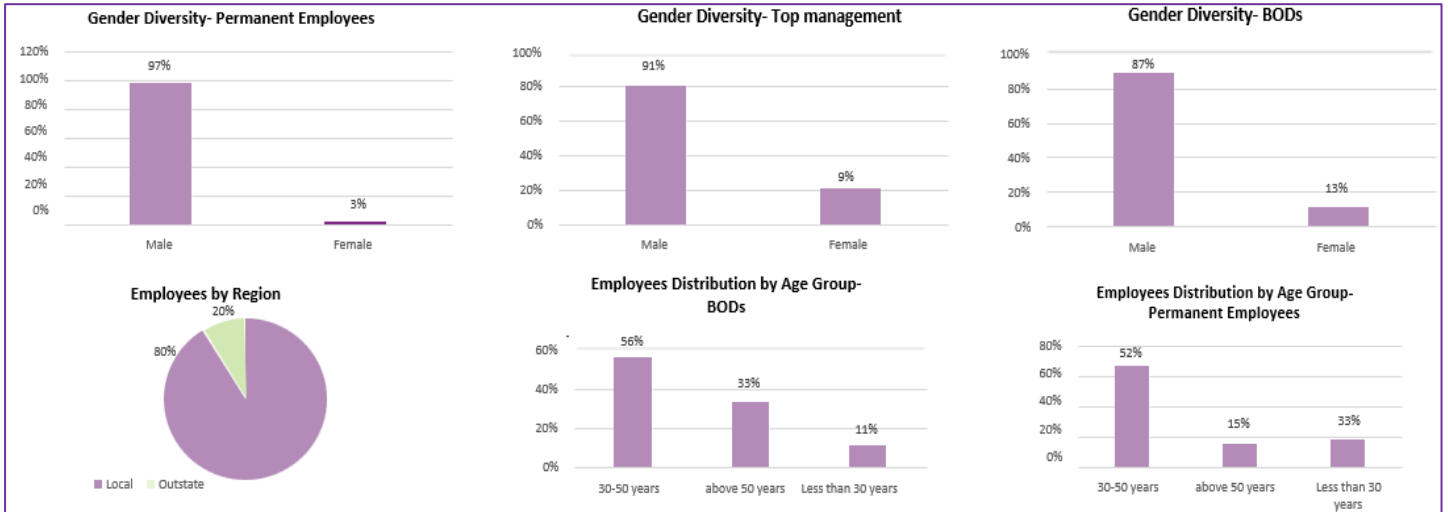
Senior Management Personnel are invited to the Board/Committee Meeting(s) to provide additional inputs for the items being discussed by the Board/ Committees thereof as and when necessary. Senior Management personnel, which reflects the legal and ethical values to which your Company is strongly committed. The Company is exposed to market risk, credit risk and liquidity risk. The Company's senior management oversees the management of these risks. The Company's senior management is supported by a risk management committee that advises on financial risks and the appropriate financial risk governance framework for the Company. The risk management committee provides assurance to the Company's senior management that the Company's financial risk activities are governed by appropriate policies and procedures and that financial risks are identified, measured and managed in accordance with the Company's policies and risk objectives.

We value our workers' contributions to enhancing our ability to create value for all our stakeholders. We try to improve their job satisfaction and productivity by implementing training and strategic welfare initiatives that support our employees' professional and personal goals. At Neogen, we strive to provide a comfortable work atmosphere for our employees as they continue to support us in managing and expanding our global business operations. Employee satisfaction is one of the most important aspects which is taken care of through employee surveys. Our employees can rate several aspects of the

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business, such as leadership quality, employee benefits, etc. We strive to achieve the highest ratings on the annual employee satisfaction survey, through a consolidated effort of our Human Resources and leadership team.

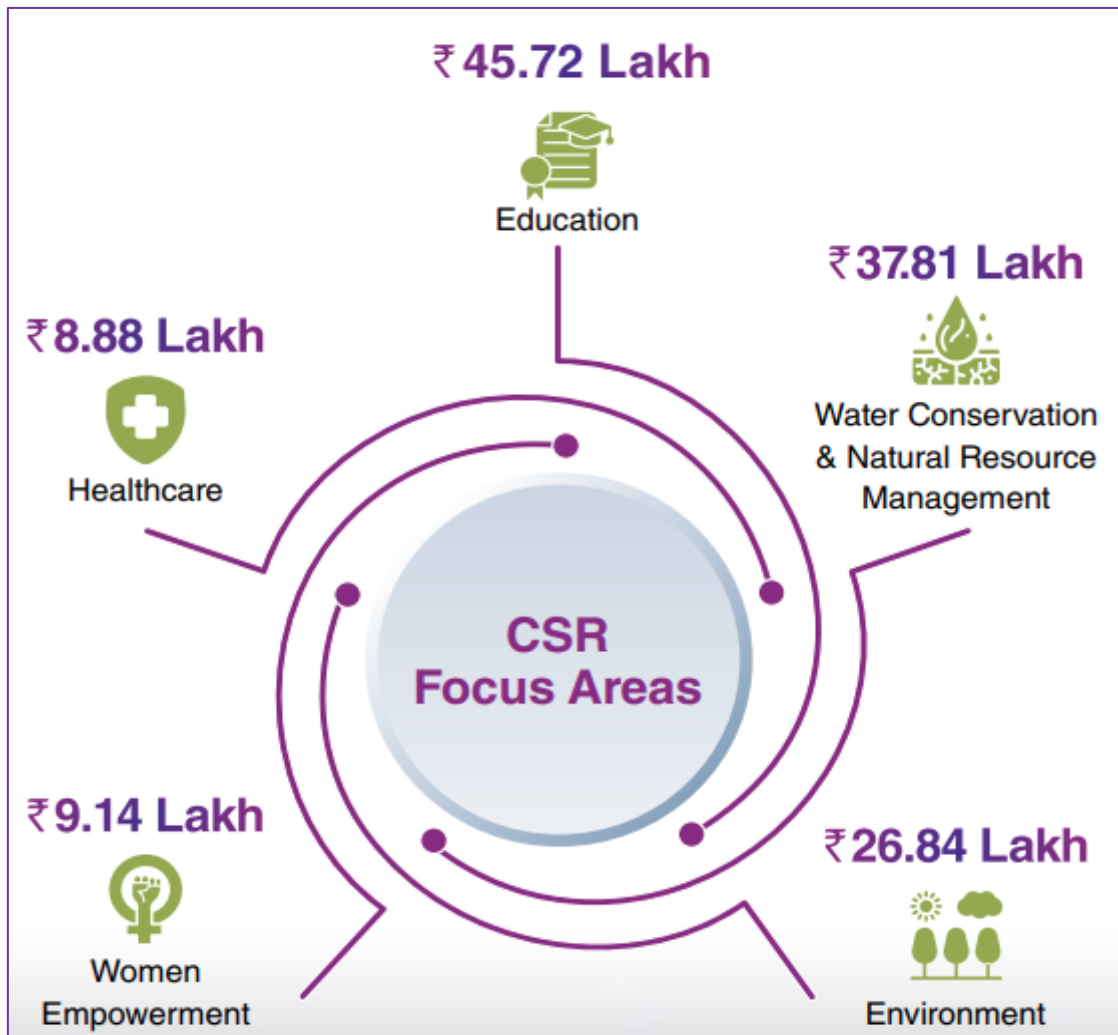


▪ **Infrastructure Investment and Service Supported:** 203-1

In addition to allocating 0.93% of total revenue towards employee well-being, Neogen has actively fostered a culture of engagement and inclusivity through various initiatives during the financial year. These include participation in the Tata Marathon, Safety Week celebrations across all sites, weekend getaways for employees at Thane and Mahape, and the Neogen Premier League cricket tournament held at Karakhadi and Dahej plants. These activities reflect Neogen’s commitment to enhancing employee morale, health, and team spirit beyond financial investment.

Neogen believe our success is deeply linked to the well-being of the communities around us. Our focus area of work is to shape a sustainable future through driving socio-economic progress, helping underserved communities become self-reliant, and protecting the environment through conservation and responsible practices.

Our CSR initiatives are rooted in creating meaningful and lasting impact across the key areas of education, water conservation, environment, women empowerment, and healthcare. In FY. 2024-25, we impacted thousands of lives through grassroots interventions, infrastructure development, skill-building, and environmental stewardship. As we move forward, we remain committed to fostering more inclusive, resilient, and sustainable communities.



In compliance with the provisions of Section 135 of the Act, 2013, the Companies (Corporate Social Responsibility) Rules, 2014 and various notifications/ circulars issued by the Ministry of Corporate Affairs, the Company has contributed an amount of ` 1.28 Crore, as statutorily required towards CSR activities, directly and also through various organizations/trusts engaged in activities specified in Schedule VII of the Act. Your Company has contributed towards CSR activities in the areas of environmental sustainability, promoting and supporting education, preservation of natural resources, Health, Nutrition and Disaster Management Projects, rural development and women empowerment projects. The salient features of the CSR policy along with the Report on CSR activities.

▪ **Significant Indirect Economic Impacts:**

203-2

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
8	Business Ethics	Opportunity	Good governance and ethical operations lead to virtuous work outcomes. It is essential for the Company to prioritize transparent practices and uphold business ethics to enhance stakeholder trust.	The Company maintains the highest ethical standards, guided by its Code of Conduct, which applies to all employees and senior management. This code underscores their dedication to integrity, transparency, and responsible business practices. The HR Policy further solidifies this commitment by advocating for fairness, equal opportunity, and respect in employment matters. Upholding these policies ensures that ethical conduct remains central to their operations, fostering trust with stakeholders and the communities they serve. Additionally, the Company's Whistleblower Policy offers guidance on reporting any misconduct or fraud within the organization.	Positive impact is incurred financially. By prioritizing sustainability and ethically responsible practices, the company can tap into growing markets that value ethical standards, ultimately driving profitability and long-term growth.
9	Supply Chain Sustainability	Risk	It is important for the Company to operate with resilience and delivery without disruption.	The Company consistently collaborates with suppliers to establish alignment on quality standards, ethical practices, and sustainability objectives. Through its well-managed supply chain, the Company ensures efficient procurement, timely deliveries, and uninterrupted operations. By fostering these enduring relationships, the Company cultivates a mutually beneficial environment that fosters innovation, reliability, and resilience.	Negative implications as it may affect our deliveries as well.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
10	Training & Education	& Opportunity	The Company's dynamic training and learning programs facilitate skill and knowledge development for the workforce. These well-structured programs introduce employees to newer and improved processes, ultimately enhancing efficiency and productivity within their roles.	The Company makes substantial investments in comprehensive training programs to empower its workforce with the knowledge, skills, and resources necessary for success in their roles. By prioritizing initiatives focused on health and safety and workforce skill enhancement, the Company endeavors to cultivate a knowledgeable and high-performing workforce that drives progress and excellence.	Positive implications due to increased work productivity.
11	Local Communities	Opportunity	It is essential for the Company to operate in harmony with community and its priorities and avoid any conflicts.	The Company has a broader objective of contributing to the well-being of communities and society. Through, Corporate Social Responsibility (CSR) policy, we prioritize in the following focus area: <ul style="list-style-type: none"> • Rural Development • Healthcare, Sanitation, and nutrition • Education • Environment Sustainability • Conservation and Management of natural resources 	Positive implications are due to reputational gains and benefits to society as a whole.

▪ **Proportion of Spending on Local Suppliers:**

204-1

Procurement team of Neogen promotes diversity in the supply chain where opportunity is available. Diversity measures adopted by team includes the following:

1. Preference for local suppliers with everything else being equal.
2. Preference for sourcing from women-run small and medium enterprises (SME) or women cooperatives.

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3. Preference for sourcing from not-for-profit organizations dedicated to supporting the following groups: persons with disability, women, weaker sections of society or other vulnerable groups.

Procurement from Local suppliers:

Currently we have identified local suppliers for stores and spares as well as from packaging material suppliers. We are procuring 78% of overall volume from local suppliers.

Procurement from women owned or women cooperative business:

2% of suppliers identified as women owned businesses.

Procurement from suppliers from vulnerable groups:

Currently we have one supplier from vulnerable group.

Action to advance diversity inclusion in workforce of suppliers:

Purchase team promotes diversity, equality, and inclusion practices in the supply chain in line with the expectations described in the Code of Conduct. Through supplier self-assessments and supplier training programs, Purchase team engages suppliers to create awareness about the importance of gender diversity at work, equal pay for the same work, cultural diversity, hiring persons with a disability where possible while making the workplace disable-friendly, and making employee communications and employment documents available in local languages. The requirement of human rights, safety, health, and environment are mentioned in purchase order.



❖ Business, Ethics, Integrity & Governance –

205-1

▪ Operations Assessed for Risks Related to Corruption:

The Company has adopted a 'Whistle-Blower Policy' for its Directors and Employees to report genuine concerns and to provide adequate safeguards against victimization of persons who may use such mechanism. The Mechanism is designed for enabling all the stakeholders to communicate their concerns about illegal or unethical practices, fraud/corruption or violation of Company's Code of Conduct, if any, freely. No personnel of the Company have been denied access to the Chairperson of the Audit Committee. During the year under review, no complaints were received under the Whistle Blower Policy. The system helps in improving operational and financial efficiency of the Company, safeguarding of assets and prevention and detection of frauds, if any, accuracy and completeness of the accounting records and timely preparation of reliable financial disclosures and ensuring compliance with the policies of the Company.

Reviewing the findings of any internal investigations by the internal auditors into matters where there is suspected fraud or irregularity or a failure of internal control systems of a material nature and reporting the matter to the board. The respective Board of Directors of the companies included in the Group are responsible for maintenance of adequate accounting records in accordance with the provisions of the Act for safeguarding the assets of the Group and for preventing and detecting frauds and other irregularities.

Excellence in Business Ethics-



Our company scored by ecovadis at the level of 69 % and rewarded with SILVER medal for our Sustainability performance in FY 2023-24.

100% of our manufacturing sites are certified for ISO 9001(Quality management system) ISO 14001 (environmental management) and ISO 45001 (Occupational Health and Safety) standards

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➤ **Anticorruption & Bribery:**

We strictly abide by rules relating to bribery, corruption, and ethics. All our operational units are scrutinized for potential risks, especially corruption. Our policies related to anti-corruption are clearly communicated to all our employees and business partners. Company done the risk assessment for all respective working sites to assess the potential for incidents of corruption within and related to the organization & found no cases related to corruption and Neogen is certified with 37001:2016 for Anti-Bribery Management System.

During the reporting period, no cases of corruption, bribery, anti-trust, and monopoly practices were reported.

▪ **Communication and Training About Anti-Corruption Policies and Procedures:**

205-2

Businesses have a strong influence on society and the economy, and with that comes responsibility. This principle highlights the need for ethical actions, transparency, and accountability not just legal compliance, but building trust and taking ownership. It lays the foundation for sustainable growth and continued public trust.

In alignment with this principle, Neogen Chemicals conducted targeted training and awareness programmes during the financial year, on topics such as anti-bribery, ethics, and environmental responsibility. The company maintains a robust anti-corruption policy and reported zero disciplinary actions or conflict-of-interest complaints involving directors, KMPs, employees, or workers. The company also ensures openness in business dealings, with clear disclosures on related party transactions and supplier concentration.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Board of Directors	-	-	-
Key Managerial Personnel	-	-	-

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	% age of persons in respective category covered by the awareness programmes
Employees other than BoD and KMPs	6	<ul style="list-style-type: none"> Bribery (Anti-Corruption) Policy Environment Awareness Programme Induction Programme-Covering Ethics, Transparency, Accountability Women health awareness program Stress Management Training Yoga Training 	81%
Workers	2	<ul style="list-style-type: none"> Induction Programme-Covering Ethics, Transparency, Accountability Yoga Training 	36%

▪ **Confirmed Incidents of Corruption and Actions Taken:**

205-3

The entity has an anti-corruption and anti-bribery policy as outlined in its Code of Conduct. The policy strictly prohibits employees from offering or accepting illegal payments, bribes, gifts, or donations intended to gain business advantages. It also bars any form of financial contribution to government agencies or political parties to influence decisions. Only nominal, commemorative gifts for special occasions are permitted.

The company maintains a robust anti-corruption policy and reported zero disciplinary actions or conflict-of-interest complaints involving directors, KMPs, employees, or workers.

Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2024-2025	FY 2023-2024
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

During the reporting period, no cases of corruption, bribery, anti-trust, and monopoly practices were reported and not any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

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▪ **Ethics - Goals, Target, and Action:**

Topics	Goal/ KPI details	Unit	Base line 2023-24	Target (2024-25)	Achieved Result	Target (2025-26)	Action
Complaint	Eliminate occurrence of whistleblower cases in terms of ethics	Nos.	0	0	0	0	Code of conduct, anti-corruption, fraud, money laundering, information security & conflict of interest all relevant training given to all staff to eliminate cases, Proper system implemented to prevent, detect, and respond to all unethical practices
	Eliminate confirmed corruption incident	Nos.	0	0	0	0	
	Eliminate confirmed information security incident	Nos.	0	0	0	0	
	Conflict of Interest cases	Nos.	0	0	0	0	
	Fraud cases	Nos.	0	0	0	0	
	Money laundering cases	Nos.	0	0	0	0	
Training	Employee training	%	20	20	20	22	100% on target

❖ ESG Highlights –

A. Environment: -

- Water recycled 53% from ZLD plant
- ZLD plant in Dahej plant
- Eco Vadis score 69% in year 2024
- ISO 14001 certification for all sites
- Renewable energy - 913 KWP solar panel installation in year 2023
- GHG emission scope 1 & 2 reductions
- Energy Audit for optimum utilization of energy

B. Social: -

- Women employee 6%
- Zero fatality
- Zero LTFIR
- Zero Work related injury
- 100% health and safety practices
- 100% working condition
- In CSR activity 128.39 Lakh INR invested

C. Governance: -

- Women on board 13%
- Zero complaint child/ forced labor /sexual harassment /wages /human rights
- Zero complaint about unethical behavior

▪ Legal Actions for Anti-Competitive Behaviour, Anti-Trust, and Monopoly Practices:

206-1

Details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

Name of authority	Brief of the case	Corrective action taken
Nil	Nil	Nil

❖ Sustainable Procurement –

▪ Materials Used by Weight or Volume:

301-1

Neogen Chemicals Ltd handle several hazardous substances. However, we remain committed to sourcing raw materials sustainably and continuously work to embed sustainability practices across our value chain. We prioritise the use of environmentally and socially responsible materials, products, and services that ensure high performance, safety, and long-term value.

Details of Raw Material, Packaging Material and Associate Process Materials-

Neogen Chemicals Limited primarily sources its core raw materials, **Bromine, Lithium and Fluorine & Advanced Intermediates**, through a combination of domestic procurement and direct global imports from major producing regions.

Neogen Chemicals Limited utilizes a diverse array of **Associate Process Materials**-including specialized solvents, reagents, and catalyst precursors—to facilitate its complex multi-step organic and inorganic synthesis. These materials are critical for ensuring high purity in end-products like pharmaceutical intermediates and battery-grade electrolyte salts. Neogen's core processes, such as **Grignard reactions** and **Lithiation**, rely on specific auxiliary materials to stabilize reactive intermediates.

Neogen Chemicals Limited utilizes specialized, industrial-grade packaging to safely transport its range of bromine and lithium-based specialty chemicals, which are often hazardous or sensitive to environmental conditions.

▪ Recycled Input Materials Used:

301-2

Based on Neogen Chemicals Ltd.'s recent statutory disclosures (including the **Business Responsibility and Sustainability Report (BRSR)** FY 25, the company has integrated circular economy practices primarily within its **Inorganic (Lithium)** business segment.

While they do not always provide a single consolidated percentage for the entire company, their recycling efforts are:

Neogen is one of the few Indian players that "closes the loop" on lithium product recycling.

- **Recycling and Re-processing:** The company actively recycles and re-processes lithium products (such as lithium bromide or lithium salts used in industrial applications) to manufacture fresh products of the same quality.

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- **Strategic Advantage:** This helps mitigate the volatility of lithium carbonate prices and reduces reliance on virgin ore imports. In recent calls, management has highlighted that **recycling is being aggressively encouraged** at their plants to lower production costs and support the battery value chain.

▪ **Reclaimed Products and Their Packaging Materials:** 301-3

Neogen Chemicals Ltd. manages reclaimed products and packaging primarily through "Extended Producer Responsibility" (EPR) and industrial recycling loops. As a specialty chemicals manufacturer, their reclamation strategy is divided between **chemical material recovery** and **physical packaging waste management**.

Below is the breakdown based on their recent Business Responsibility and Sustainability Reporting (BRSR) and operational disclosures:

1. **Reclaimed Products (By Category)-** Neogen differentiates between "reclaimed" (returned by customers/circular) and "internally recycled" materials.

Product Category	Reclaimed / Recycled Materials	Reclamation Process
Inorganic Chemicals (Lithium Salts)	Lithium-based Brines & Salts	Circular Loop: Neogen reclaims lithium-bearing waste or spent solutions from customers. They re-process these into high-purity lithium salts (like Lithium Bromide), reducing the need for virgin lithium carbonate.
Organic Chemicals (Bromine Derivatives)	Solvents & Bromine Residues	Internal Recovery: While organic products are often consumed in the end-user's reaction, Neogen uses high-efficiency recovery systems to reclaim bromine from side-streams within their own production cycles.
Battery Materials (Electrolytes)	Spent Electrolytes / Lithium salts	Future Focus: With the 2026 expansion, the company is implementing systems to reclaim lithium salts from battery manufacturing scrap to feed back into the electrolyte production line.

2. Packaging Materials & Recovery- Neogen uses standardized industrial packaging designed for hazardous and non-hazardous chemicals. Their reclamation of packaging is largely driven by EPR (Extended Producer Responsibility) regulations in India.

Packaging Type	Material Used	Reclamation / Disposal Status
Liquid Packaging	HDPE Drums & IBC Tanks (Intermediate Bulk Containers)	Reclaimed/Refurbished: High-density polyethylene (HDPE) drums and IBCs are often collected via third-party recyclers. IBC tanks are frequently cleaned and reused for multiple shipments.
Solid Packaging	Plastic-lined Woven Bags / Paper Sacks	Recycled: These are categorized as "Plastic Waste." Under EPR, Neogen ensures that an equivalent tonnage of plastic waste is collected and recycled through authorized Waste Management Agencies (WMAs).
Bulk Shipments	ISO Tanks	Fully Reclaimed: ISO tanks used for bulk Bromine or Lithium solution transfers are 100% reclaimed, cleaned, and reused indefinitely.
Small Scale	Glass/Plastic Bottles (R&D Samples)	Neutralized & Disposed: Typically handled as hazardous waste and not reclaimed for reuse due to contamination risks.

▪ **Sustainable Process & Sourcing:**

Green Chemistry -

At NCL, we apply green chemistry principles to all our chemical transformations. The use of Green Chemistry principles is an essential part of our process-development activities. We have placed particular focus on principle of green chemistry, covering catalysis. As a means of achieving lower energy requirements, reduced waste and other benefits, this principle is particularly important because it touches on several other principles of green chemistry.

We continue to invest in areas such as catalytic chemistry organo-inorgano and metallo or in combination to devise cleaner processes. To better manage our overall environmental impacts, we have established couple of environmentally friendly, recyclable green catalysts for some of our salicylates group products.

We have started manufacturing Electrolyte, which is used in battery of electronic vehicles. By using electrolytes in the battery of electronic vehicles CO₂ emission will be drastically reduced compared to existing fuel used in vehicles.

Renewable Sourcing -

We use different sustainably produced raw materials each year to produce our renewable products at our manufacturing premises. Proportions of individual raw materials in selected product portfolio vary from year to year, depending on their availability, price, and specific market requirements.

Eliminate Source of Mercury -

To prevent environment, we are not procuring any material having source from mercury.

▪ **Product Stewardship & Responsible Business:**

Product innovation and responsible business practices are prudent to our operations at NCL. To develop and nurture a sustainable business, we constantly focus on innovation, excellence, and quality in all the products that we deliver. We work relentlessly in conducting business in a responsible, ethical, and innovative manner, inculcating sustainability into our thought processes every step of the way. As a responsible business, the safety of all stakeholders using our products is of extreme importance to us. Keeping

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this in mind, we conduct our business in a safe and sustainable manner for the larger benefit of society. Abiding by the requirements and pursuing the codes of management practices, we implement the Codes of management practice including product stewardship, process safety, employee health and safety, pollution prevention, emergency response and communication and distribution.

Customer Prioritization and Sustainable business:

Customers and our employees are key stakeholders of our business. To better our performance, we continually seek the input of these two stakeholder groups through evaluations and surveys based on various aspects. Through channels such as employee satisfaction surveys, customer surveys, feedback surveys, and market research, we regularly monitor our performance. We include feedback from key stakeholders into our business decisions and into our R&D efforts, thus helping us create a robust business with a quality product portfolio. At NCL, since our products are exported and marketed in the EU, there is a requirement for adherence with REACH - a European Union regulation concerning the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH). Adherence requirements include registration with the ECHA - European Chemical Agency, providing 'safe use' documentation and disclosures to customers for certain products etc. Few More REACH Registration are also under progress.

Product Stewardship:

Our product stewardship agenda includes leadership and strategy; education, awareness and communication programs, product responsibility management, reduction in toxic substance in products and processes, extended producer responsibility, sustainable design and engagement of voluntary codes and standards for reducing environmental impact.

To further strengthen our responsible business agenda, we have implemented ISO 14001:2015 and ISO 9001:2015 and ISO 45001:2018 as "Integrated Management Systems" (IMS).

▪ Sustainable Procurement- Goals, Target, and Action:

Topics	Goal/ KPI detail	Unit	Base line 2023-24	Target (2024-25)	Achieved Result	Target (2025-26)	Action
Awareness and acceptance of Code of Conduct	Collect signed copy of code of conduct from Critical supplier	%	NA	20%	11%	20%	Communication done to supplier to make them aware about requirement, ask supplier to review importance
	Collect signed copy of code of conduct from Noncritical supplier	%	NA	20%	11%	20%	
Sustainability requirement mentioned in Contract	Mention requirements related to Environment, labour, and human rights in supplier contract	%	NA	20%	10%	20%	Training of procurement buyer on sustainability issues
Awareness of sustainability	Sustainable procurement training to all Procurement staff including environment, labour, and human rights issues in supply chain	%	NA	100%	100%	100%	Training plan done in advance basis, communication regarding trainer and need identify
	Sustainable procurement training to critical supplier	%	NA	20% of Critical supplier	18%	20% of Critical supplier	
Assessment of suppliers with respect to capacity building	Increase on-site assessment of supplier over sustainability issues	Nos	NA	10 Critical suppliers	5	10 Critical suppliers	
Responsible Supply chain	Increase procurement from diversified suppliers (MSME, Women entrepreneurs, Start-ups)	Nos	NA	5	2	5	Identification done at time of supplier registration
Performance of supplier	Supplier performance review with respect to sustainability	%	NA	100% of Critical supplier	70%	100% of Critical supplier	Supplier performance evaluation process

❖ Environment –

▪ Energy Consumption Within the Organization:

302-1

Energy consumption data:		
Source	F.Y. 2024-25	F.Y. 2023-24
Electricity (KWH)	1,74,09,479	1,30,42,711
Renewable Electricity (KWH)	13,02,453	9,08,714
Natural Gas (SCM)	29,94,192	27,84,987
Imported Coal (MT)	2,738	3,334
Diesel (Liter)	40,928	-
LDO (Liter)	67,985	-
Total (Gigajoules)	2,32,581	2,16,330
Total (Gigajoules) / Kg of Production	0.02	0.03

▪ Energy Consumption Outside of the Organization:

302-2

Neogen Chemicals Ltd. does not consider the energy consumption outside of the organization, because Energy (fuel) used by third-party vendor at their end.

▪ Energy Intensity:

302-3

Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format (Gigajoules),

Parameter	Unit	FY 2024-2025	FY 2023-2024
From renewable sources			
Total electricity consumption (A)	GJ	4,688.83	3,271.37*
Total fuel consumption (B)	GJ	0	0
Energy consumption through other sources (C)	GJ	0	0
Total energy consumed from renewable sources (A+B+C)	GJ	4,688.83	3,271.37*
From non-renewable sources			
Total electricity consumption (D)	GJ	63,054.21	47,842.59*
Total fuel consumption (E)	GJ	1,64,788.77	1,65,216.38*
Energy consumption through other sources (F)	GJ	-	-
Total energy consumed from non-renewable sources (D+E+F)	GJ	2,27,842.98	2,13,058.97*
Total energy consumed (A+B+C+D+E+F)	GJ	2,32,531.81	2,16,330.34*
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	GJ/INR Lakh	3.01	3.08*
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	GJ/ INR Lakh turnover adjusted for PPP	62.10	63.01*
Energy intensity in terms of physical output	GJ/kg of production	0.02	0.03
Energy intensity (optional) – the relevant metric may be selected by the entity		-	-

**FY. 2023 - 24 figures have been restated to include all energy units under the revised reporting framework. Data of the Patancheru Plant has been added to last year's figures pursuant to merger of Buli Chemicals India Private limited (Wholly owned subsidiary) with Neogen Chemicals Limited and Thane Corporate Office details are now included in the current year's reporting.*

Source of the conversion factors used from IPCC.

▪ Reduction of Energy Consumption:

302-4

The Company consistently conducts energy-saving assessments to identify opportunities for enhancing energy efficiency across its operations. Key initiatives encompass the deployment of energy-efficient technologies, infrastructure upgrades, and the adoption of smart energy management systems to decrease energy consumption.

1. At Mahape Plant we have shifted from Light Diesel Oil (LDO) to PNG for generating steam and hence we have reduced LDO consumption through the installation of a PNG gas boiler and the Dahej Plant also utilizes PNG.
2. 10-15% flash steam is used in MEE to pre heat MEE feed effluent.

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3. Per day 12-15 KL steam condensate again use in boiler feed water to minimize freshwater consumption and to pre-heat boiler feed water.

Additionally, they prioritize the utilization of renewable energy sources and aim to elevate their proportion in the energy mix.

1. Last year the Company had initiated with the implementation of Solar Power Plant of approx. 1000 kW at our Karakhadi unit and 30- 40% of the plant needs runs on Solar electricity during the daylight, thereby reducing the carbon footprint.

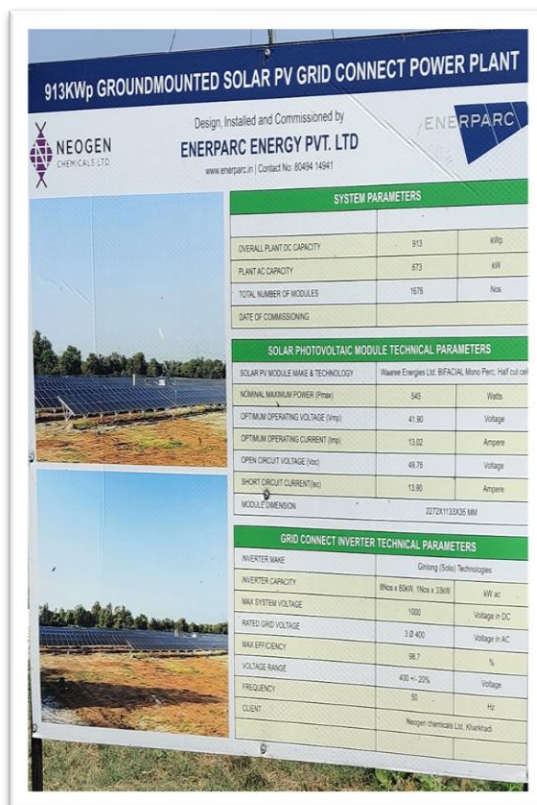
▪ **Reduction in Energy Requirements:**

302-5

❖ **Changes have been made throughout year –**

- Instead of ejectors, 8 nos. of Dry Vacuum Pump system implement in production for vacuum distillation.
- Natural gas boiler installed instead of coal or briquette boiler in Dahej and Mahape unit.
- Installed Variable Frequency Drives (VFD) on large capacity Motors.
- PNG is used in the boiler which is a clean fuel offering high efficiency with lower fuel to steam ratio.
- We have LEDs all over the plants and our air conditioning systems works without the use of compressor at Baroda Plant.
- The Company can recycle / reuse / reprocess Lithium Base products to make same level of Fresh products quality. It will help in conservation of natural resources, promote green energy and reduce the use of crude.
- To get efficient energy performance from boilers we have implemented a boiler with advanced technology at Karakhadi Plant.
- The Company has introduced changes in cleanup process and treatment of residual material by disposing the organic residue from Karakhadi and Dahej Plant to the pre-processing unit instead of incineration wherein the waste is pre- processed and the pre- processed product is then used by the cement industry as an alternate fuel, thereby reducing the impact over the environment and increasing the energy efficiency.
- PPPPU pump is used to collect steam condensate and transfer to Boiler, for waste heat recovery.

▪ **Renewable energy – 913 KWP Solar Panel installation-2023:**



▪ **Interactions With Water as A Shared Resource:**

303-1

Water is a primal part of our operations at NCL; one of our key material aspects. We primarily use water for domestic purposes and for industrial processes such as manufacturing, cooling, heating, cleaning, etc. We are committed to contributing to sustainable use of water within our facilities. Our water management agenda focuses on efficient and effective usage of water resources at both process levels, as well as domestic levels. The main source of water used in NCL is from the Gujarat Dahej GIDC, Mahape is MIDC, Telangana is HMWSSB and Karakhadi site is Ground water supply respectively. We continually monitor, review, and analyze water consumption across our operations to understand consumption patterns. Monitoring also helps us identify focus points, to further develop our water management framework. Our operations are backed by

sustainable practices, including Zero Liquid Discharge (ZLD) systems that significantly minimise water consumption and environmental impact.

CSR for Water Conservation & Natural Resource Management-

1. Pond Deepening Project-

In partnership with VSSM, Neogen supported pond deepening in Patan and lake rejuvenation in Banaskantha, improving water availability and supporting agricultural needs for over 10,000 people.

2. Construction of Borewell-

A borewell was constructed in Shiravane Village, Dapoli Taluka, Ratnagiri District, in collaboration with the Tokwadi Vikas Mandal NGO. This initiative will benefit 150 residents, ensuring improved access to water resources and enhancing the overall quality of life for the local community. The project had a transformative impact on the community, improving health, agriculture, education, and economic opportunities. With proper maintenance and management, the borewell will continue to serve the community for many years to come, ensuring long-term access to clean and reliable water.



3. Rainwater Harvesting Program-

Given the necessity of rainwater harvesting, we contributed towards the implementation of 8 participatory rainwater harvesting systems, partnering with Shree Jalaram Tubewell Company. The “Jal Sanchay Jan Bhagidari” initiative, launched by the Ministry of Jal Shakti in collaboration with the Government of Gujarat, underscores the collective responsibility of various stakeholders in improving groundwater levels and addressing environmental challenges. The program has significantly contributed to tackling water scarcity and promoting

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sustainable water management in the Bharuch region, benefiting nearly 3,500 people.



4. Vermicompost Project-

In Majathan, Vadodara, a vermicompost initiative was implemented to promote resilient and intensive cropping systems. This project improved farm input quality and water management for 16 local farmers.

5. Preserving Environment-

We supported plantation of 2,000 trees in the Banaskantha District, North Gujarat, in collaboration with Vicharta Samuday Samarthan Manch (VSSM), benefiting over 3,900 people through improved green cover and biodiversity of the water starved and drought prone regions. For many years to come, ensuring long-term access to clean and reliable water.

▪ **Management of Water Discharge Related Impacts:** 303-2



ETP PLANT



MEE PLANT

Effluent Management is an integral aspect of our sustainable waste management strategy. Aligned with our vision to build a water positive enterprise, we work relentlessly to minimize effluents and maximize recycling and reusing activities within our facilities.

We continually monitor, review, and manage our effluent performance to find gaps in the system. To manage effluents generated from our facilities, we have put in place an effluent treatment plant. Our effluent management strategy has helped us reduce impact on water resources near our operational areas.

We have an in-house effluent treatment plant (ETP) to treat wastewater generated at our facilities. The biological and chemical sludge generated from the ETP is sent for pre-processing.

Capacity of ETP plant of the Manufacturing Facility is 180 KLD.

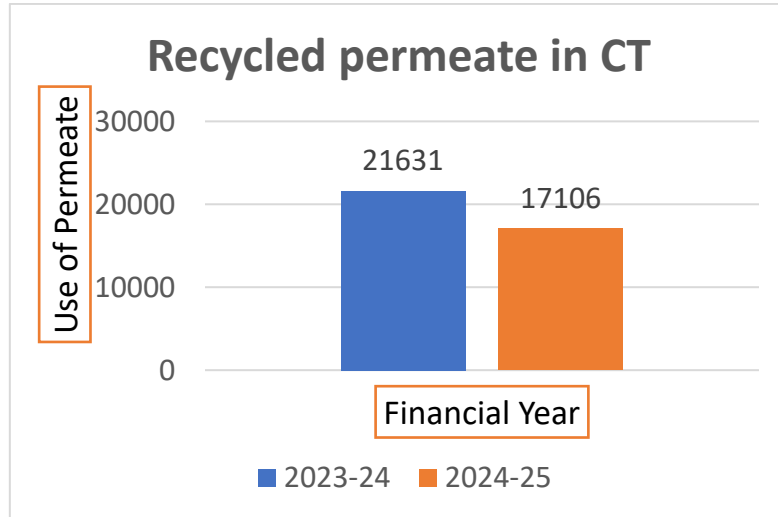
To treat the high COD effluent, we have installed MEE (Multi Effect Evaporator Plant) at our manufacturing facility. It includes Stripper and ATFD section reduction of COD from effluent and ATFD converts gravimetric effluent into solid dry salt, and which is sent for landfilling. Treated condensate from the MEE is sent back to ETP.

Recycled permeate in Cooling Tower	
F.Y. 2023-24	F.Y. 2024-25

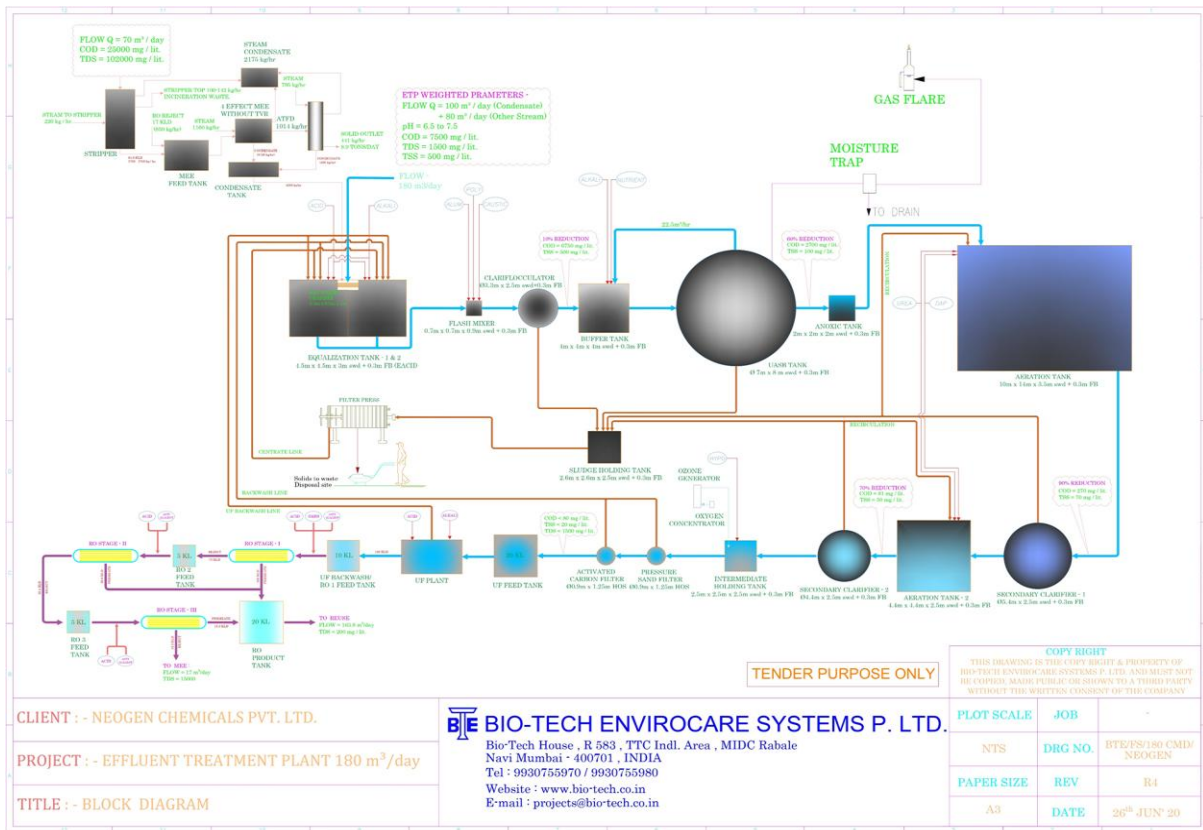
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21631 KL	17106 KL
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Zero Liquid Discharge Plant (180 KLD)-



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▪ **Water Withdrawal and Consumption Details:**

303-3, 303-5

Water withdrawal and water consumption details are given below,

Parameter	FY 2024-2025	FY 2023-2024
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	43,504	47,995
(iii) Third party water	111,588	1,13,090*
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,55,092	1,61,085*
Total volume of water consumption (in kilolitres)	1,44,119	1,51,150*
Water intensity per rupee of turnover (Total water consumption / Revenue from operations)	1.86	2.15*
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption / Revenue from operations adjusted for PPP)	38.49	44.02*
Water intensity in terms of physical output	0.01	0.02
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

**F.Y. 2023 - 24 figures have been restated under the revised reporting framework to include, water usage details for the Patancheru Plant pursuant to merger of Buli Chemicals India Private limited (Wholly owned subsidiary) with Neogen Chemicals Limited and Thane Corporate Office details are now included in the current year's reporting.*

▪ **Water Discharge Details:**

303-4

Effluent Discharge		
Sr. No.	F.Y. 2024-25	Discharge
1	11,991 KL	Effluent discharged into SIDC drainage & common effluent treatment plant (CETP).

The Company leverages a Zero Liquid Discharge (ZLD) facility at its Dahej SEZ plant for all organic products. This advanced system utilizes ultrafiltration (UF) and multistage reverse osmosis (RO) to treat wastewater and create reusable utility water. This approach minimizes freshwater consumption and promotes environmental responsibility at the Dahej site. NCL Patancheru (Telangana) and Dahej (Gujarat) are situated in ground water-stressed areas but have reliable water supply from local authorities. Other sites are not in water-stressed areas.

Bio Diversity

101-1 to 101-9

▪ **Biodiversity Value of Operational Sites:**

Neogen Chemicals operates multiple manufacturing sites in India with a total land bank of approximately **121 acres**.

Key Manufacturing Site Areas:

- **Karakhadi, Vadodara, Gujarat:** ~39 acres (approx. 161,874 m²).
- **Dahej SEZ, Bharuch, Gujarat:** ~12 acres (approx. 43,374 m² - 50,012 m² depending on the report).
- **Pakhajan, Dahej PCPIR, Gujarat (New Site):** ~65 acres (approx. 264,285 m²).
- **Mahape, Navi Mumbai, Maharashtra:** ~1 acre (approx. 4,045 m²).
- **Patancheru, Hyderabad, Telangana:** ~4 acres (approx. 16,187 m²).

In addition to the operational sites, the company has significant unutilized freehold land at its Vadodara and Dahej locations for future expansion.

▪ **Significant Impacts of Activities, Products and Services on Biodiversity:**

- The Company's business operations are dedicated to responsible chemistry and environmental protection. Neogen's strategic objective is to promote the well-being of communities and society. In addition to pursuing exceptional corporate growth, Neogen is committed to fostering community development and preserving the environment.
- Neogen is also devoted to maintaining a wholesome and secure workplace. It believes that it is possible to prevent all injuries, occupational ailments, accidents, and

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environmental incidents. This implies that all employees prioritize their own safety in addition to the safety of others, including contractors, consumers, and the communities in which the Company operates.

- Neogen strives to constantly improve workplace safety and process safety management through employee engagement and training programs, as well as a change in employee behavior. Neogen monitors internal and external safety and takes corrective action to improve safety standards, as necessary. Even non-injury incidents and unanticipated events are recorded in Neogen's safety management system (SMS) as part of the Company's rigorous incident reporting system. The root cause of each incident is identified, and precautions are taken to prevent future occurrences. Neogen routinely inspects and maintains its fire hydrant systems and waste treatment facilities.
- The Company disposes of its solid waste in landfills and ecologically permitted incinerators. The effluent treatment facility at the Karakhadi, Vadodara facility includes primary (chemical), secondary (biological), and tertiary (disinfection) treatment facilities. The Mahape Plant discharges liquid effluent at a shared wastewater treatment facility. The Company's new Dahej Special Economic Zone (SEZ) facility is designed to provide world-class health and safety performance and to implement a Zero Liquid Discharge (ZLD) system, thereby drastically reducing water consumption.

▪ **Habitats Protected or Restored:**

Having induced environmental sustainability as an integral part of our business operations, we continue to find and apply measures that can reduce and optimize resource utilization and reduce emissions. As a part of NCL long term goal to build a cleaner and greener planet, we have invested in environmental sustainability, making it a key aspect in our manufacturing processes. We focus relentlessly on improving productivity, energy efficiency and maximizing sustainability at our manufacturing facilities through usage of state-of-the-art technologies and processes. Our technologies and processes help us continually monitor and analyze our environmental footprints in various locations. Resource efficiency and environmental impact reduction is at the core of our sustainability strategy; all our green targets being focused on these two aspects.

- In our efforts to invest in process efficiency and energy management, we have invested good amount in helping us in reaching our environmental sustainability targets. We have worked relentlessly to increase our renewable energy.

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- We pride ourselves in being compliant with all local, regional, and national level regulations in matter of environmental sustainability.
- Our management approach to the environment is focused on three areas:
- Reducing the impact of our footprint.
- Embedding safety, health, and environmental considerations.

▪ **Success Stories– Green Belt:**



Main Road



Production Plant Area



ZLD green belt



Plant surrounding area



Utility area

▪ Direct (Scope 1) and Energy Indirect (Scope 2) GHG Emissions: 305-1, 305-2

At NCL, we recognize the importance of emission management in the chemical industry, making it a key material aspect to our business.

Over the past five years, we have better understood the difficulty in achieving year on-year energy reductions and Scope 1 and 2 CO₂ emissions savings. Our best opportunities for further improvements are through increased efficiency and fuel use changes, and we will focus on these areas in the coming years. We will also install new technology to identify potential savings and explore new technologies to achieve our goals.

Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format,

Parameter	Unit	FY 2024-2025	FY 2023-2024
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	11,420.20	11,762.97*
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	13,258.89	10,060.23*
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	tCO ₂ e/Lakh ₹ turnover	0.32	0.31*
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	tCO ₂ e/Lakh ₹ turnover adjusted for PPP	6.59	6.36*
Total Scope 1 and Scope 2 emission intensity in terms of physical output	tCO ₂ e/kg of production	0.002	0.003*
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity	-	-	-

**F.Y. 2023 - 24 figures have been restated under the revised reporting framework to include GHG emissions details for the Patancheru Plant pursuant to merger of Buli Chemicals India Private limited (Wholly owned subsidiary) with Neogen Chemicals Limited and Thane Corporate Office details are now included in the current year's reporting.*

Source of the conversion factors used from IPCC.

▪ Other Indirect (Scope 3) GHG Emissions: 305-3

Neogen Chemical Ltd. does not declared the other indirect scope 3 GHG emissions.

▪ **GHG Emissions Intensity:**

305-4

Emissions – Scope 1 & 2	Unit	FY 2024-25	FY 2023-24
Total Scope 1 emissions (Breakup of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	11,420.20	11,762.97
Total Scope 2 emissions (Breakup of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	tCO ₂ e	13,258.89	10,060.23
Total Scope 1 and Scope 2 emissions	tCO ₂ e/Kg Production	0.002	0.003

▪ **Reduction of GHG Emissions:**

305-5

PNG GAS BOILER -

The bio-mass boiler project, the go-green initiative, which substitutes fossil fuel with PNG, was installed to reduce the carbon footprint.

At NCL, PNG is used for all the Thermal Application like steam generation in boilers, heating purpose, and drying process to replace existing conventional fuel like coal, wood & costly liquid fuel like FO, Diesel, LDO, Kerosene etc. Use of Green PNG as a fuel to save non-conventional fuels has shown very promising results.

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PNG is a high-excellence asset towards inexpensive, ecological & progressive company environmental policy. Neogen has achieved a 90% reduction in natural gas usage at its Thermal Plant through the installation of a PNG gas boiler.

▪ **Emissions of Ozone-Depleting Substances (ODS):**

305-6

Neogen Chemicals Ltd, a manufacturer of Bromine and Lithium-based specialty chemicals, has not done the direct emission of ozone-depleting substances (ODS) in its environment. However, based on corporate environmental policy and manufacturing focus, the company adheres to strict environmental management systems that aim to manage air emissions, including potential trace emissions, in compliance with regulatory standards.

Key Details Regarding Environmental Impact and ODS Management:

- **Environmental Policy:** Neogen Chemicals maintains that their manufacturing processes are designed to comply with local and international environmental standards, including ISO 14001:2015 for environmental standards.
- **Products and Operations:** Neogen manufactures bromine-based compounds, which are often used as alternatives in applications that formerly relied on higher ODS-emitting substances.
- **Air Emissions Monitoring:** The company has implemented pollution control devices and emissions monitoring systems at its manufacturing facilities (such as the Dahej SEZ facility) to track stack and fugitive emissions.
- **Volatile Organic Compounds (VOCs):** The manufacturing processes involve handling organic volatile substances, which are subject to rigorous air pollution control measures to comply with Gujarat Pollution Control Board (GPCB) and other regulatory norms.
- **Greenhouse Gas (GHG) Verification:** In 2025, Neogen reported Scope 1 (direct) emissions of 11420.20 MT and Scope 2 (indirect) emissions of 13258.89 MT of CO₂ equivalent for the fiscal year ending March 2025, verified by Bureau Veritas.

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▪ **Significant Air Emissions:**

305-7

Details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameters	Please specify unit	FY 2024 - 2025	FY 2023 – 2024
Nox	ppm	105.84	82.30*
Sox	ppm	90.74	83.35*
Particulate Matter (PM)	mg/m3	163.37	157.71*
Particulate Matter (PM) (PM10)	-	-	-
Particulate Matter (PM) (PM 2.5)	-	-	-
Persistent Organic Pollutants (POP)	-	0	0
Volatile Organic Compounds (VOC)	-	0	0
Hazardous Air Pollutants (HAP)	-	0	0
Others – CO	mg/m3	-	-

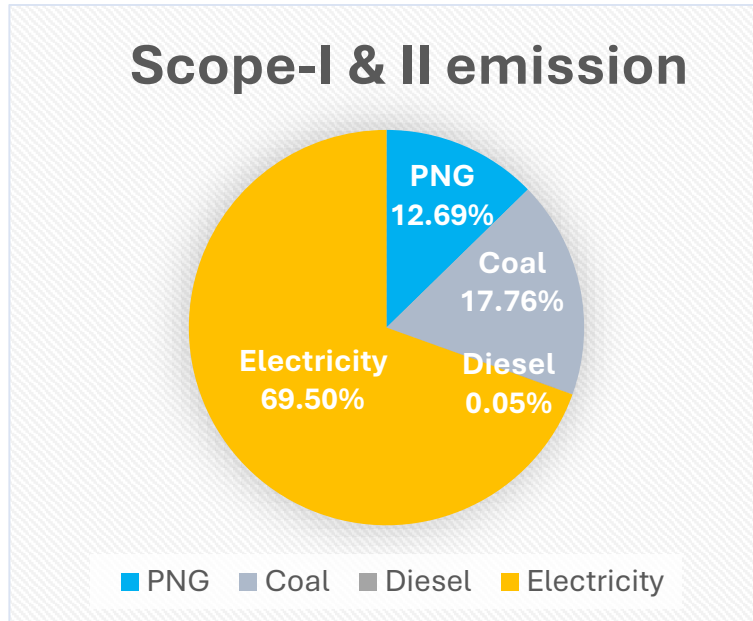
**F.Y. 2023 - 24 figures have been restated under the revised reporting framework to include air emissions details for the Patancheru Plant pursuant to merger of Buli Chemicals India Private limited (Wholly owned subsidiary) with Neogen Chemicals Limited and Thane Corporate Office details are now included in the current year's reporting.*

▪ **Science Based Targets to Reduce Emission:**

Scope-I & Scope-II emission

Type	Site	Consumption	Unit
PNG	Dahej + Mahape	2994192.78	SCM
Coal	Karakhadi	2738.005	MT
Diesel	Dahej + Mahape + Patanche.	16658	Lit
Electricity	Dahej + Karakhadi + Mahape + Patanche.	17409479	kWh

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Target to Net zero emission by 2050

1. Major contribution to emission by electricity by 69.50 % of Scope-II, hence target to reduce 100 % emission from electricity by using renewable energy – Target 25 % reduction till 2030, 50 % reduction till 2040 and 100% reduction by 2050.

Year	Renewable energy generated kWh	Total electricity consumption kWh	% CO2 reduction achieved	Target
2024-2025	13,02,453	17409479	7.48	100% by 2050

2. Scope -I Fuel 17.80 % Co2 contribution to be reduced by replacing Coal / Diesel with natural resources by 2030.

3. Scope –III emission calculation to be started by 2028.

▪ **Waste Generation and Significant Waste-Related**

306-1

Impacts:

In the Chemical Industry, waste management is an extremely prudent aspect. At NCL, we have developed a robust waste management framework to meet with the sustainability challenges of the chemical industry.

- The biological and chemical sludge generated from the ETP sent for pre-processing.
- Identified and recognized the waste stream of the product which has good calorific value with less carbon emission categories as Co-Processing waste.
- MEE Salt from ATFD of ZLD Plant which content sodium bromide.
- Spent solvent generated from production plant which is recycled.
- Spent Acid generated from Production Plant which is Co-Processing.

Effective waste management is crucial for the Company to uphold responsible operations and ensure safety. Given the nature of its operations, the Company produces waste, substantial including solvents and chemicals potentially harmful to the environment and human health. Negative impact is endured due to measures of waste handling and management. Encouraging safe disposal practices is imperative for ensuring sound waste management.

▪ **Management of Significant Waste Related Impacts:**

306-2

Waste Reduction is a key aspect of our climate change mitigation agenda; all our material use, and manufacturing processes are conducted in a conscious manner to yield minimal waste. Following the concepts of Reduce, Reuse and Recycle, we go beyond compliance in ensuring effective waste management. The waste generated from our facilities is well within the permissible limits required by local, regional, and national norms.

- Our waste management strategy includes collection, segregation, management, and disposal. We have an in-house Zero Liquid Discharge plant (ZLD) to treat wastewater generated at our facilities. The biological and chemical sludge generated from the ETP sent for pre-processing.

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- Identified and recognized the waste stream of the product which has good calorific value with less carbon emission. This grade of waste stream is sent for co-processing at government authorized co-processor.
- The Company has introduced changes in cleanup process and treatment of residual material by disposing the organic residue from Karakhadi and Dahej Plant to the pre-processing unit instead of incineration wherein the waste is pre-processed and the pre-processed product is then used by the cement industry as an alternate fuel, thereby reducing the impact over the environment and increasing the energy efficiency.
- For waste reduction, our R&D team is working to adopt the process of having less waste generation and recycling material whenever required.
- Another waste stream of the product is sent for recycling of solvents at government authorized recycler.

▪ Waste Generated Details:

306-3

Total waste generation data in Metric ton (MT):

Type of Waste	F.Y. 2024-25
Recycling	5510.13 MT
Pre-Processing	1680.2 MT
Land Filling	533.41 MT



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Parameter	FY 2024-2025	FY 2023-2024
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	7,723.74	3,691.77*
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) Paper, cardboard etc.	0	0
Total (A+B + C + D + E + F + G + H)	7,723.74	3,691.77*
Waste intensity per rupee of turnover (Total waste generated / Revenue from operations)	0.10	0.05
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP)	2.06	1.08*
Waste intensity in terms of physical output	0.0008	0.0005
Waste intensity (optional) – the relevant metric may be selected by the entity	-	-

▪ Waste Diverted from Disposal:

306-4

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes).

Category of waste	FY 2024-2025	FY 2023-2024
(i) Recycled	5,510.13	2,964
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	5,510.13	2,964

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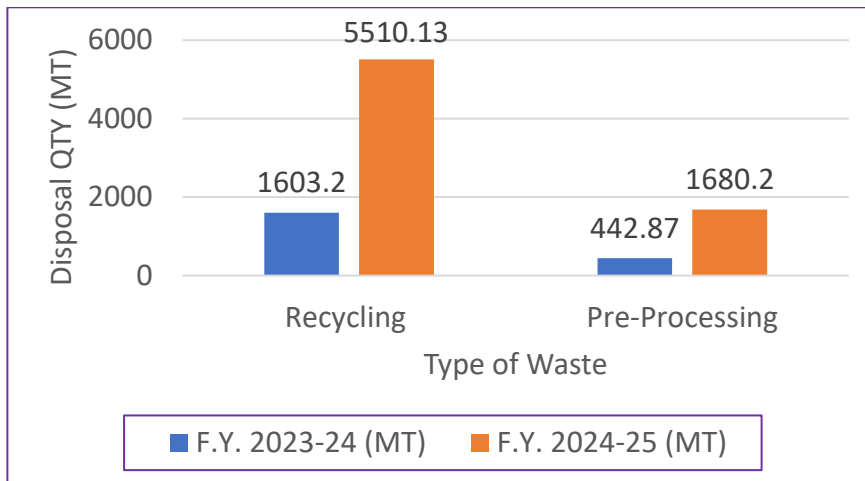
(FY. 2024-2025)

▪ **Waste Directed to Disposal:**

306-5

Hazardous Waste Disposal Quantity Details:

Type of Waste	F.Y. 2024-25 (MT)	F.Y. 2023-24 (MT)
Recycling	5,510.13	1603.2
Pre-Processing	1680.2	442.87
Land Filling	533.41	61.01



▪ **New Supplier Assessment:**

308-1

At NCL we have championed Social and Environmental responsibility by developing strategies and policies aligning with the Company’s sustainable vision. Including this in our supply chain agenda, we have formulated procurement guidelines that require us to audit new suppliers based on Environment, health, safety, Ethics parameters before bringing them on board. We have developed one of the important policies to vouch for sustainable procurement “Sustainable Procurement Policy.” These policies highlight our expectations on critical sustainability performance parameters such as health and safety, human rights,

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integrity, and environmental sustainability to name a few. The policies have been created in accordance with international benchmarks and best practices.

Sustainable Procurement Policy:

To align with our sustainability commitment, we have developed a Sustainable Procurement Policy, which is an extension of our values, applicable to all our suppliers. We expect our suppliers to operate in accordance with the principles as outlined in this Policy, while adhering to all applicable laws and regulations. In the policy, we go beyond legal compliance requirements by drawing upon internationally recognized standards to identify and define best practices from across the globe. The policy outlines our expectations regarding ethics, business integrity, human rights, health & safety, environment, the local community, quality of product & operations, human rights aspects like collective bargaining, child labor, forced labor and other parameters. We periodically review our procurement policy for improvement and ensure that it continues to help us move towards our vision.

Supplier Assessment Methodology:

We have been striving hard to bring about robust policies in place to assess our suppliers based on sustainability criteria. In line with the key policies, we have designed an extensive questionnaire with all our suppliers to help us assess their sustainability. The questionnaire evaluates the supplier based on four different parameters such as Degree of compliance with ethics and legal requirements, Supplier's management maturity, Supplier's level of Environment, Health, and Safety Performance.

▪ **Negative Environmental Impacts in the Supply Chain and Actions Taken:**

308-2

Neogen has built a stable supply chain through over three decades of collaboration with two of the world's largest lithium mining companies. To further reduce risks, the Company has diversified its supplier base by adding 2-3 more global lithium suppliers, ensuring a reliable supply. To protect its profit margins, Neogen passes on the fluctuating costs of lithium to its customers. Additionally, the Company enters into long-term agreements that tie the prices of final goods to lithium market prices over extended periods.

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Neogen's procurement team is crucial in managing risks related to raw material supplies and price fluctuations. They ensure that a significant portion of the Company's key materials is sourced from multiple suppliers across different regions. Additionally, Neogen encourage strong, long-term relationships with its suppliers, allowing the Company to secure cost-effective raw materials and maintain adequate inventory levels to effectively address these challenges.

The Company consistently collaborates with suppliers to establish alignment on quality standards, ethical practices, and sustainability objectives. Through its well managed supply chain, the Company ensures efficient procurement, timely deliveries, and uninterrupted operations. By fostering these enduring relationships, the Company cultivates a mutually beneficial environment that fosters innovation, reliability, and resilience.

The Company's procurement team ensures that a large portion of essential raw materials is sourced from multiple suppliers. Furthermore, the Companies cultivate strong, long-term relationships with suppliers to access raw resources at competitive prices. Additionally, the Company maintains sufficient inventory levels to mitigate associated risks.

Strengthen supplier diversification strategies to reduce dependency on high-risk geographies and politically sensitive trade corridors.

There is zero number of suppliers identified as having significant actual and potential negative environmental impacts.

▪ **Climate Change Physical Risk and Impact Assessment:**

Neogen Chemicals Ltd has increasingly integrated climate-related risk assessments into its corporate strategy, driven by both regulatory requirements in India (such as SEBI's BRSR) and its operational presence in ecologically sensitive industrial hubs like Dahej and Karakhadi.

The following assessment outlines the physical risks and impacts identified in the company's latest disclosures (FY2025) and strategic reports.

1. Identified Physical Climate Risks-

Neogen categorizes physical risks into **Acute** (event-driven) and **Chronic** (long-term shifts).

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Acute Risks (Extreme Weather Events)

- **Flooding & Cyclones:** As Neogen’s primary manufacturing hubs are located in Gujarat (Dahej and Karakhadi), they are susceptible to the increasing frequency of cyclones in the Arabian Sea. Heavy rainfall and storm surges can lead to site inundation.
- **Fire & Industrial Accidents:** While not always directly "climate" related, extreme heat waves increase the risk of volatile chemical reactions.

(Note: In FY2025, Neogen reported a significant fire incident at its MPP3 facility and warehouse in Dahej SEZ, which temporarily disrupted production. The company is now linking such operational safety risks to more stringent environmental monitoring.)

Chronic Risks (Long-term Trends)

- **Water Scarcity:** Chemical manufacturing is water-intensive. Long-term changes in precipitation patterns in Western India pose a risk to the steady supply of freshwater required for cooling and process chemistry.
- **Extreme Heat:** Rising baseline temperatures impact the efficiency of cooling towers and increase the energy load required to maintain specific reaction temperatures, leading to higher operational costs.

2. Impact Assessment-

The physical impacts on Neogen’s value chain are analyzed across three main pillars:

Impact Area	Consequences for Neogen
Operations	Direct damage to high-value assets (e.g., Glass Lined Reactors) and temporary shutdown of Multi-Purpose Plants (MPPs).
Supply Chain	Disruption in the movement of key raw materials like Lithium and Bromine , which are often imported and sensitive to port closures during extreme weather.
Financials	Increased insurance premiums, higher CAPEX for climate-resilient infrastructure, and potential revenue loss due to "force majeure" pauses in production.

3. Mitigation & Adaptation Strategies-

To combat these risks, Neogen has implemented several adaptation measures:

- **Infrastructure Resilience:** Improving drainage systems and elevating critical electrical installations at the Dahej and Karakhadi sites to mitigate flood damage.
- **Water Management:** The company has a stated policy of "Zero Liquid Discharge" (ZLD) at key facilities and is investing in rainwater harvesting and wastewater recycling to reduce dependence on external water sources.
- **Ecosystem Protection:** Neogen actively contributes to **Mangrove plantation** projects along the Maharashtra and Gujarat coastlines. Mangroves act as a natural physical buffer against coastal erosion and storm surges.
- **Insurance & Redundancy:** Maintaining comprehensive industrial all-risk insurance and building inventory buffers for critical lithium derivatives to withstand short-term supply chain breaks.

4. Regulatory Context (BRSR)

Under the **Business Responsibility and Sustainability Report (BRSR)** framework, Neogen now provides quantitative disclosures on its energy consumption, water withdrawal, and GHG emissions. This transparency is intended to provide investors with a clearer picture of how "climate-proofed" the company's growth trajectory is, particularly as it scales its battery chemicals division.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4	Climate Change	Risk	Given the growing focus on governance concerning carbon emissions and climate change, it's crucial for the Company to closely monitor exhaust and complex emissions to avoid financial losses in the form of fines and penalties.	The Company gives priority to utilizing renewable energy sources for powering its operations. Additionally, it invests in energy-efficient equipment and technologies to decrease energy consumption and lower greenhouse gas emissions. As part of its environmental stewardship, the company actively investigates opportunities for Carbon Capture, Utilization, and Storage (CCUS) to mitigate its carbon footprint.	Additional costs are incurred for the monitoring and management of emissions, resulting in negative implications.

▪ Climate Change Recovery and Adaptation Plan:

Neogen Chemicals Ltd (NCL) has developed a structured approach to recovery and adaptation, catalyzed by recent operational disruptions—most notably a major fire at its Dahej SEZ facility in March 2025—and the increasing physical threats posed by climate change in the Gujarat industrial belt.

The following details the specific recovery mechanisms and long-term adaptation plans based on the company's FY2025 disclosures.

1. Immediate Operational Recovery Plan

In response to the fire at the **MPP3 facility** (Multi-Purpose Plant 3) in Dahej, which caused a consolidated loss of approximately **₹362.90 crore**, Neogen has executed a rapid recovery strategy:

- **Production Redundancy:** To maintain supply commitments, the company has pivoted production for critical specialty products to other existing sites. This required immediate technical adjustments and fast-tracked customer approvals for site-shifting.
- **Rapid Rebuilding:** Construction of a replacement plant for the damaged facility is already underway, with a targeted commissioning date of **Q1 FY2027** (early 2026).
- **Insurance Recovery:** As of February 2026, Neogen has received approximately **₹140 crore** in "on-account" insurance payments. This capital is being directly funneled back into the reconstruction of climate-resilient infrastructure.

2. Climate Adaptation Strategies

Neogen's long-term adaptation plan focuses on building "resilient chemistry" infrastructure that can withstand the specific climate risks of Western India (cyclones and heatwaves).

Infrastructure & Engineering

- **Elevated Critical Assets:** New plant designs (including the upcoming Dahej replacement) feature elevated platforms for electrical control rooms and critical pump sets to prevent damage from storm surges and flash flooding.
- **Thermal Resilience:** In its battery materials and electrolyte salts division, Neogen is implementing advanced chillers and closed-loop cooling systems designed to

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maintain precise temperatures even during the increasingly frequent extreme heatwaves in Gujarat.

Resource Adaptation-

- **Water Decoupling:** To adapt to chronic water scarcity, Neogen is moving toward **100% Zero Liquid Discharge (ZLD)** across all major sites. By recycling process water, they reduce dependence on external freshwater supplies that are vulnerable to drought.
- **Energy Diversification:** The company is increasing its share of renewable energy (solar and wind) to ensure that its "green chemicals" portfolio is not only sustainable but also less reliant on the main grid during weather-related outages.

3. Resilience in the Value Chain

A key part of Neogen's adaptation plan involves "de-risking" its lithium and bromine supply chains:

- **Geographic Diversification:** While Gujarat remains its hub, the acquisition of **BuLi Chem** and expansion at the **Patancheru (Hyderabad)** site provide geographic decentralization, ensuring that a single regional climate event (like a cyclone in the Arabian Sea) cannot shut down the company's entire output.
- **Strategic Stockpiling:** The company maintains higher inventory levels of key raw materials like Lithium, which are susceptible to international shipping delays caused by extreme weather patterns.

4. Nature-Based Solutions

Neogen has integrated environmental restoration into its adaptation strategy, recognizing that industrial resilience is tied to local ecology:

- **Coastal Protection:** The company participates in **Mangrove plantation** initiatives along the coastline. Mangroves serve as the first line of defense against storm surges, protecting the industrial clusters in Dahej and reducing coastal erosion.

Summary Analysis: Neogen's recovery plan is currently in a high-execution phase. While the 2025 fire was an "acute" event, the company's response-rebuilding with higher safety standards and decentralized production-demonstrates a pivot toward a more robust, climate-adapted business model.

▪ Environment- Goals, Target, and Action:

Topics	Goal/ KPI detail	Unit	Base line 2023-24	FY. 2024-25	Target (2024-25)	Achieved Result	Target (2025-26)	Action
Energy consumption	Reduce energy consumption per material produced	KWH/ MT of Production	532.2/MT	497.20/MT	5% reduction	7% (Reduction)	5% reduction	Training, maintenance and leakage detection and action in case of loss
	Increase renewable energy consumption per month	GJ (gigajoules)	3331.69	4688.83	1000 GJ	1357.14 GJ	1000 GJ	Increase renewable purchase, Installation of additional capacity
Air Pollution	Reduce GHG emission (Scope 1 and 2)	tCO ₂ e / MT	0.93/MT	0.70/MT	50% reduction	24% (Reduction)	20% reduction	Natural gas uses in Boiler, technological advance equipment has used for saving energy & protecting environment, training on energy conservation
Air Pollution	Reduce the concentration of PM _{2.5}	µg/m ³	24.81	22.47	<60 µg/m ³	9.43% Reduction	5% reduction	Scrubber system, Filtration system, and periodic PM
Water	Reduce water consumption	ML/ MT (Megaliter)	0.0062	0.0044	30% reduction	29% (Reduction)	5% reduction	Training, maintenance and leakage detection and action in case of loss
	Increase percentage of total amount of water recycled and reused	ML/ MT (Megaliter)	0.0009/MT	0.0005	5%	46%	20%	Adequate equipment and procedure follow
Product Use	Develop product which minimise the harm to local environment	Nos.	1 product (Electrolyte)	1 product (Electrolyte)	1 product	1 product developed (100%)	1 product	Electrolyte formulation developed, directly using in Li-on battery (EV Vehicle)

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Topics	Goal/ KPI detail	Unit	Base line 2023-24	FY. 2024-25	Target (2024-25)	Achieved Result	Target (2025-26)	Action
Environmental services and advocacy	To developed sustainable consumption policy for top 10 customers	Nos.	Under progress	Under Progress	10 customers till 2028	Under progress	10 customers till 2028	Engaging customers for sustainability requirement with respect to environment protection
Biodiversity	Increase green belt area by plantation of tress surrounding organization as well as outside	Nos.	700	1135	33% Green Belt	33% Green Belt developed	33% Green Belt	Targeted plantation done and managed by separate team, part of KPI for employees
Material, chemical & waste	Reduce percentage of process waste	%	0.18/MT	0.22/MT	60%	-23%	20%	Effective operations followed, train people at work (One new site addition & Fire accident at Dahej plant)
Customer H&S	Product recall cases and safety incidents	Nos.	0		0	0	0	Effective testing before dispatch, proper control over product till life cycle
Energy Efficiency	Reduction of energy usage per MT of Production by optimization	%	8.63 GJ/MT	6.64 GJ/MT	70% Reduction	23% Reduction	5% Reduction	By optimization of energy equipment and utilities
Rainwater Harvesting	To harvest rainwater and use in utility.	KL	-	0	10 KL for next two years by 2027	Under progress	10 KL for next two years by 2027	To harvest rainwater from building and industrial complex.
Product end of life	Create new business opportunity of Lithium product recycling	%	-	0	10% by 2030 of total sell	Under progress	10% by 2030 of total sell	Lithium salts recycling project under development

❖ Human Rights –

▪ New Employee Hires and Employee Turnover:

401-1

New Employee is hired by this financial year for all sites of Neogen Chemicals.

Employee turnover across Neogen Chemicals Limited is regularly monitored and analyzed to understand workforce dynamics. During the reporting period, turnover was driven by normal attrition factors such as career progression, personal reasons, and contractual transitions across different locations.

Turnover rate for permanent employees and workers

	FY - 2024-2025			FY - 2023-2024			FY - 2022-2023		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees*	19%	0	18%	26%	11%	25%	27%	6%	33%
Permanent Workers*	21%	0	21%	29%	0	29%	40%	0	40%

**Note: The calculation done is on the basis of Average number of persons employed in a category as (Persons employed in the category at the beginning of FY + Persons employed in the category at the end of FY) /2.*

▪ Benefits Provided to Full-Time Employees Not to Temporary Employees & Parental Leave:

401-2, 401-3

Employees are the backbone of any organization. Their well-being is not just a moral obligation but a strategic necessity. This principle emphasizes creating a workplace that is safe, inclusive, and empowering. It means ensuring fair wages, promoting diversity, supporting mental and physical health, and investing in continuous learning. When employees thrive, businesses flourish and so does society. The company invests in wellbeing initiatives, complemented by inclusive activities such as marathons, safety weeks, and team-building events to foster engagement and morale. All premises are accessible to differently abled individuals, and equal opportunity is ensured through

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formal policies. These efforts, combined with rigorous health and safety management systems and high training coverage, reflect Neogen’s proactive approach to creating a safe, supportive, and empowering workplace.

ESSENTIAL INDICATORS

1. a. Details of measures for the well-being of employees

Category	% of employees covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (c)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	360	360	100%	360	100%	0	0	360	100%	0	0
Female	22	22	100%	22	100%	22	100%	0	0	0	0
Total	382	382	100%	382	100%	22	5.76%	360	94.24%	0	0
Other than permanent employees											
Male	1	1	100%	1	100%	0	0	0	0	0	0
Female	0	0	0	0	0	0	0	0	0	0	0
Total	1	1	100%	1	100%	0	0	0	0	0	0

b. Details of measures for the well-being of workers

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (C)	% (E / A)	No. (F)	% (F / A)
Permanent workers											
Male	274	274	100%	274	100%	0	0	274	100%	0	0
Female	0	0	0%	0	0%	0	0	0	0%	0	0
Total	274	274	100%	274	100%	0	0	274	100%	0	0
Other than Permanent Workers											
Male	304	304	100%	304	100%	0	0	0	0	0	0
Female	4	4	100%	4	100%	0	0	0	0	0	0
Total	308	308	100%	308	100%	0	0	0	0	0	0

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c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format)

	FY 2024-2025	FY 2023-2024
Cost incurred on well-being measures as a % of total revenue of the company	0.93%	0.94%

At Neogen, we understand the important role employee benefits play in helping us reach our organizational goals. We foster a culture of excellence within the organization by offering an excellent benefits package to our team members. With a firm belief in recognizing individual capabilities, our rewards program includes aspects such as competitive pay packages, benefit programs as well as perks. Our benefits agenda is a major part of our people management strategy, advantageous to both our business growth, as well as the growth of our team members. The agenda helps us to increase employee retention and reduce turnover rates, also improving the quality of work provided by our team. Our benefits package comprises of the following components.

Medical Benefit Scheme:

The scheme covers all NCL Employee, in case of any medical emergencies.

Group personal accidental Insurance:

The scheme covers all employees of the organization.

Maternity Scheme:

To provide full support to our women team members, we offer maternity benefits (6-months leave) comprising our multiple “return to work” options including provision of flexible work timings, work from home options and part time options for 6 months post the leave.

EHS Safety Recognition Award:

This award recognizes the outstanding performance of employees towards fostering and promoting Environment, Health, and Safety issues in the workplace.

▪ Minimum Notice Periods Regarding Operational

402-1

Changes:

Name of the Director	Designation	Service Contract	Notice Period	Salary	Provident Fund contribution by the Company	Other Perquisites	Ex-Gratia / Bonuses	Sitting Fees	Commission	Total	No. of Shares Held
Haridas Kanani	Chairman and Managing Director	August 11, 2023 to August 10, 2028 @	90 days	1.36	0.13	0	0.01	0	0 ^s	1.50	1,04,05,078
Dr. Harin Kanani	Managing Director	July 22, 2022 to July 21, 2027	90 days	1.36	0.13	0	0.01	0	0 ^s	1.50	20,00,000
Shyamsunder Upadhyay	Whole Time Director	August 7, 2024 till September 30, 2025 !	90 days	1.14	0.11	0	0.00	0	0	1.25	80
Anurag Surana	Non-Executive Non Independent Director	-	N.A.	0	0	0	0	0	0	0	2,25,000

▪ Occupational Health and Safety Management System:

403-1

Neogen is also devoted to maintaining a wholesome and secure workplace. It believes that it is possible to prevent all injuries, occupational ailments, accidents, and environmental incidents. This implies that all employees prioritize their own safety in addition to the safety of others, including contractors, consumers, and the communities in which the Company operates.

Neogen strives to constantly improve workplace safety and process safety management through employee engagement and training program, as well as a change in employee behavior. Neogen monitors internal and external safety and takes corrective action to improve safety standards, as necessary.

Even non-injury incidents and unanticipated events are recorded in Neogen's safety management system (SMS) as part of the Company's rigorous incident reporting system. The root cause of each incident is identified, and precautions are taken to prevent future occurrences. Neogen routinely inspects and maintains its fire hydrant systems and waste treatment facilities.

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To further strengthen our occupational health and safety framework and to sensitize employees on various aspects of health and safety, we conduct regular health and safety training programs. The training programs include aspects such as use of PTW system, accident reporting system, use of PPE, housekeeping, safety of hot work, work at height, confined space, first aid training etc. All our team members are covered under our occupational health and safety system.

In FY 2024-25, adequate safety training was provided for our team members. Our health and safety committees at the plant are adequately represented by permanent as well as contract workers.

Neogen have implemented ISO 45001:2018 which covers occupational health and safety management systems. Neogen strives to prevent all workplace injuries and illnesses. We seek to establish the highest standards necessary to comply with and surpass current statutory health and safety requirements. We provide adequate training to employees, contractors, and suppliers to help them work safely.

▪ Hazard Identification, Risk Assessment, and Incident Investigation: 403-2

The Company prioritizes a safe work environment. We achieve this through a systematic risk management program that includes hazard identification (HAZOP, HIRA), regular workplace monitoring, and work permit systems for non-routine tasks. This approach, combined with employee training, significantly reduces the risk of accidents and occupational health hazards.

The chemical sector's workforce is consistently exposed to hazards and chemical risks. As a responsible corporate citizen, it is imperative for the Company to protect its workforce by implementing initiatives and strict protocols to minimize the risk of incidents and mishaps.

The company emphasizes employee well-being with a thorough Health and Safety Management Plan. Prioritizing prevention and mitigation, they actively identify and manage potential hazards for a safe working environment. The Process Safety and Risk Management protocols include stringent measures aligned with or surpassing industry standards to prevent accidents and control risks.

The system aids in the assessment of risks and the provision of controls for health and safety hazards in operations and activities. Regular assurance processes are carried out,

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and appropriate actions are taken. The processes ensure problems that are reported on time, those root causes are explored, and that lessons learned are used across all locations.

We have Hazard identification; risk assessment and incident investigation register on every site in which we are maintaining the non-routine and routine activities.

▪ **Occupational Health Services:**

403-3

The Company is deeply committed to Environment, Health, and Safety (EHS), striving for continuous improvement in workplace safety and process safety management through proactive employee engagement and targeted training programs that promote behavioural change. Both internal and external safety aspects are regularly monitored to elevate safety standards, with remedial measures swiftly implemented where necessary. A rigorous incident reporting system is in place, where even non-injury incidents and unexpected occurrences are documented in Neogen's safety management system (SMS). The Company diligently investigates each incident to identify its root cause, ensuring that protective measures are instituted to prevent similar occurrences in the future. To maintain high safety standards, the Company conducts Hazard and Operability (HAZOP) studies for all new products. Comprehensive training programs are offered, including Emergency Response Team training, Basic PPE training for contract workers, Introduction Safety Training, and Process Safety Training. Regular fire drills and mock drills are conducted for employees and workers to ensure preparedness. Furthermore, a Pre-Startup Safety Review is conducted for all new operations to guarantee safe commencement. Safety training is mandatory for every employee during their induction program, emphasizing the importance of safety from the outset. The Company also ensures that all emergency equipment is well-maintained and in optimal condition, reflecting its unwavering commitment to a safe and secure work environment.

(FY. 2024-2025)

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Details of training given to employees and workers										
Category	FY 2024-2025					FY 2023-2024				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	360	360	100%	228	63%	309	309	100%	110	36%
Female	22	19	86%	14	64%	19	19	100%	12	63%
Total	382	379	99%	242	63%	328	328	100%	122	37%
Workers										
Male	274	274	100%	216	79%	260	260	100%	130	50%
Female	0	0	NA	0	NA	0	0	NA	0	NA
Total	274	274	100%	216	79%	260	260	100%	130	50%

The Company has demonstrated a proactive approach by promptly addressing health and safety concerns in the workplace. The safety department conducts monthly review meetings to analyse the root causes of incidents. Additionally, the Company is responsible for developing corrective and preventive actions.

Number of Complaints on the following made by employees and workers.						
	FY 2024-2025			FY 2023-2024		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	Nil	0	0	Nil
Health & Safety	0	0	Nil	0	0	Nil

▪ Worker Participation, Consultation, and Communication on Occupational Health & Safety: 403-4

Worker participation, consultation, and communication on occupational health and safety: Quarterly safety committee meetings with workers. Daily meetings between EHS, Production, Maintenance, and all concerned employees on various safety topics. Regular celebration of events such as safety week, fire day and road safety day, gathering a large-scale participation of workers. Regular safety-related training for employees and workers as per the training schedule covering various safety topics.

(FY. 2024-2025)



Employee welfare of Neogen Chemical Limited includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident.

- We Provide better physical and mental health to workers and thus promote a healthy work environment.
- We provide loans to employees as and when required.
- Coverage in Employee Provident fund scheme
- Payment Bonus
- Payment of Gratuity
- Safe hygienic drinking water
- First aid appliances & occupation health center with male nurse availability 24X 7 and visit of doctor every week & availability of Ambulance 24X 7.
- Adequate washrooms and facilities
- Changing & lockers rooms for employees

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- Medclaim Insurance Scheme & Personal Health Care (Regular medical check-ups)
- Suggestion scheme and awards.
- Employee Assistance Programs & knowledge upgradation and enhancement: Various assistant programs are arranged like external counselling service so that employees or members can get counselling on various matters spoken English & personality development course, certificate courses, etc.
- Free transportation facility for employees in all shifts.
- Uniform, shoes, Apron, and other PPE to employees.
- Arrangement of Picnic, Sport Day celebration, Festival celebration.

▪ **Worker Training on Occupational Health and Safety:**

403-5

- | | |
|--------------------------------------|--|
| ▪ Firefighting and emergency control | ▪ Training on Excel |
| ▪ First aid | ▪ Software Services (Advance power automated training) |
| ▪ EHS and Safety induction | ▪ Business Communication |
| ▪ Safety Induction | ▪ Training on POSH |
| ▪ Fire Safety Training | ▪ GMP Training |
| ▪ Mock drill | ▪ Stress management |
| ▪ On the job process training | |
| ▪ Behaviour safety | |

We are conscious of the importance of training and development in improving skill sets of our team members. Efficient training helps employees grow, eliminates inefficiency and increases productivity. Our approach to training and development focuses on combined growth, catering to organizational requirements as well as individual developmental needs of our team. Our comprehensive training and development programs are charted based on industry requirements and role-based requirement. Working on a business philosophy entailing the 70-20-10 principle, we believe that: 70 percent learning happens on the job 20 percent learning happens through acquired feedback, coaching & mentoring, 10 percent learning, happens through training, executive programs, and online learning programs.

Learning and Development programs are overlooked by supervisors who play a pivotal role in laying out the training calendar and facilitating the training pro-grams. Our training agenda includes capability building, stress management, competency building and skill building training. Through structured career discussions and individual development

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plans, we have developed a robust training framework, catering to end to end training requirements. The training programs we conducted this year:



▪ Promotion of Worker Health:

The Company provides medical insurance to employees and non-employed workers. Company have processes for workers to report the work-related hazards and to remove themselves from such risks.

Preventive actions for Repetitive Strain Injury-

Neogen is always committed to maintaining a wholesome and secure workplace. Ensuring the health and safety of employees at the workplace is one of the primary values of Neogen.

Repetitive strain injury (RSI) is a term sometimes used for pain caused by repeated movement of part of the body. It often gets better on its own. Repetitive motion injuries can be some of the most expensive and debilitating injuries. Neogen Safety team are appropriately addressing repetitive stress injuries in the workplace. OHC team understand both their risk and how to help prevent their employees from sustaining such injuries.

For repetitive strain injuries resulting from the same type of work for prolonged periods of time, encouraging breaks can be the best preventive measure. We also have deployed equipment like forklift, Stackers so that effect of repetitive strain reduced.

We also have trained members to implement 20-20-20 rule: employees should stop their work every 20 minutes, look at 20 feet away for 20 seconds.



▪ Prevention and Mitigation of Occupational Health & Safety Impacts Directly Linked by Business: 403-7

Risks are an integral part of a business operation. Neogen has developed and implemented a robust Risk Management Policy that monitors, identifies and suggest risk mitigation measures. The Company has developed and implemented the Risk Assessment and Management Policy and the same is reviewed periodically by the Board of Directors.

Lay down a framework for identification, analysis, evaluation, mitigation, monitoring & reporting of various risks. Evolve the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects, which the business and operations of the Company are exposed to. Risk management allows Neogen to minimize losses and capitalize on opportunities. Understanding risk and Neogen's appetite for risk will be key considerations in Neogen's decision making.

At Neogen, risk management is a core element of strategic planning, crucial for navigating the challenges of the global chemical industry. The Company follows a structured, comprehensive approach to risk management, focused on proactively identifying potential risks and formulating targeted mitigation plans.

Business Risk: Neogen is exposed to risks arising from global uncertainties such as pandemics, geopolitical disruptions, natural calamities, economic downturns and policy changes in key markets. These factors can disrupt supply chains, financing, logistics and workforce availability.

Mitigation: To mitigate these risks, the Company has adopted precautionary measures such as diversifying into stable geographies, focusing on long-term planning, seeking strong legal counsel and adopting competitive strategies. Vendor diversification, optimal inventory management and a robust supply chain network further reduce exposure. The Company monitors these risks through event-based reviews during disruptions, quarterly assessments of economic policies and regular vendor audits to ensure early identification of potential issues.

The Company's mitigation measures include stringent safety protocols, employee training, fire safety systems, regular mock drills, effluent monitoring and sustainable practices such as waste management and renewable energy adoption. Employee-friendly HR policies and strong labour relations also reduce workforce-related risks. The Company monitors these areas through daily effluent checks, quarterly safety audits, routine mock drills and employee engagement surveys to ensure compliance and preparedness.

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Occupational Health & Safety Risk: The chemical sector’s workforce is consistently exposed to hazards and chemical risks. As a responsible corporate citizen, it is imperative for the Company to protect its workforce by implementing initiatives and strict protocols to minimize the risk of incidents and mishaps.

Mitigation: The company emphasizes employee well-being with a thorough Health and Safety Management Plan. Prioritizing prevention and mitigation, they actively identify and manage potential hazards for a safe working environment. The Process Safety and Risk Management protocols include stringent measures aligned with or surpassing industry standards to prevent accidents and control risks.

▪ Workers Covered by an Occupational Health and Safety Management System: 403-8

Neogen Chemicals demonstrates this principle through comprehensive well-being measures, with all employees and workers covered by health and accident insurance, and robust maternity and paternity benefits in place. The company invests in wellbeing initiatives, complemented by inclusive activities such as marathons, safety weeks, and team-building events to foster engagement and morale. All premises are accessible to differently abled individuals, and equal opportunity is ensured through formal policies. These efforts, combined with rigorous health and safety management systems and high training coverage, reflect Neogen’s proactive approach to creating a safe, supportive, and empowering workplace.

Category	% of workers covered by										
	Total (A)	Health Insurance		Accident Insurance		Maternity benefits		Paternity benefits		Day care facilities	
		No. (B)	% (B / A)	No. (C)	% (C / A)	No. (D)	% (D / A)	No. (E)	% (E / A)	No. (F)	% (F / A)
Permanent workers											
Male	274	274	100%	274	100%	0	0	274	100%	0	0
Female	0	0	0%	0	0%	0	0	0	0%	0	0
Total	274	274	100%	274	100%	0	0	274	100%	0	0
Other than Permanent Workers											
Male	304	304	100%	304	100%	0	0	0	0	0	0
Female	4	4	100%	4	100%	0	0	0	0	0	0
Total	308	308	100%	308	100%	0	0	0	0	0	0

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Neogen have processes for workers to report the work-related hazards and to remove themselves from such risks. The Company provides medical insurance to workers who are not employees, but whose work and/or workplace is controlled by the organization.

The Company is deeply committed to Environment, Health, and Safety (EHS), striving for continuous improvement in workplace safety and process safety management through proactive employee engagement and targeted training programs that promote behavioural change. Both internal and external safety aspects are regularly monitored to elevate safety standards, with remedial measures swiftly implemented where necessary. To maintain high safety standards, the Company conducts Hazard and Operability (HAZOP) studies for all new products. Comprehensive training programs are offered, including Emergency Response Team training, Basic PPE training for contract workers, Introduction Safety Training, and Process Safety Training. Regular fire drills and mock drills are conducted for employees and workers to ensure preparedness.

The Company receives professional legal guidance and maintains strong compliance systems to remain aligned with evolving regulatory requirements and international standards. It engages proactively with Indian regulatory authorities and global clients, while mitigating risks through a structured compliance management system, detailed Standard Operating Procedures (SOPs), thorough contract vetting and consultation with external legal experts when required. Monitoring is ensured through weekly compliance checklists, regular tracking of litigations and timely reminders to relevant departments for adherence.

▪ **Work-Related Injuries and ill Health:**

403-9, 403-10

The Company continues to uphold a strong safety culture, focused on eliminating incidents and injuries by ensuring a safe working environment. The focus on safety includes not only its employees but also contractors, consumers and surrounding communities. This is achieved through comprehensive training programmes, behaviour-focused initiatives and incident tracking systems.

On March 5, 2025, a fire occurred at our Dahej facility, affecting the manufacturing unit (MPP-3), warehouse, and tank farms. There were no injuries or casualties, though production had to be suspended.

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Categories	Unit	FY 23-24		FY 24-25	
		Permanent	Contractual	Permanent	Contractual
Lost days due to Injuries, Fatalities	Nos.	0	0	0	0
Lost days due to ill health	Nos.	0	0	0	0
Total Number of work-accident	Nos.	10	32	6	26
Number of work hours	Hours	8,52,071	9,15,225	6,18,416	6,52,784

Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2024-2025	FY 2023-2024
Lost Time Injury Frequency Rate (f) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	6*	0
	Workers	26*	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Note- There is an increase in the percentage of total recordable work-related injuries as there is a change in components this year since the company has considered minor injuries.

▪ **Average Hours of Training Per Year Per Employee:**

404-1

The Company is deeply committed to Environment, Health, and Safety (EHS), striving for continuous improvement in workplace safety and process safety management through proactive employee engagement and targeted training programs that promote behavioural change. Both internal and external safety aspects are regularly monitored to elevate safety standards, with remedial measures swiftly implemented where necessary.

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To maintain high safety standards, the Company conducts Hazard and Operability (HAZOP) studies for all new products. Comprehensive training programs are offered, including Emergency Response Team training, Basic PPE training for contract workers, Introduction Safety Training, and Process Safety Training. Regular fire drills and mock drills are conducted for employees and workers to ensure preparedness.

Safety training is mandatory for every employee during their induction program, emphasizing the importance of safety from the outset. In F.Y. 2024-25, 382 employees were trained, with 99% receiving health and safety training and 63% skill upgradation, while 274 workers were trained, with 100% receiving health and safety training and 79% on skill upgradation.

Categories	Unit	FY 23-24		FY 24-25	
		Permanent	Contractual	Permanent	Contractual
Number of work hours	Hours	8,52,071	9,15,225	6,18,416	6,52,784

Details of training given to employees and workers

Category	FY 2024-2025					FY 2023-2024				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	360	360	100%	228	63%	309	309	100%	110	36%
Female	22	19	86%	14	64%	19	19	100%	12	63%
Total	382	379	99%	242	63%	328	328	100%	122	37%
Workers										
Male	274	274	100%	216	79%	260	260	100%	130	50%
Female	0	0	NA	0	NA	0	0	NA	0	NA
Total	274	274	100%	216	79%	260	260	100%	130	50%

▪ **Programs for Upgrading Employee Skills and Transition**

Assistance Programs:

404-2

The Company is deeply committed to Environment, Health, and Safety (EHS), striving for continuous improvement in workplace safety and process safety management through proactive employee engagement and targeted training programs that promote behavioural change. Both internal and external safety aspects are regularly monitored to elevate safety standards, with remedial measures swiftly implemented where necessary.

To maintain high safety standards, the Company conducts Hazard and Operability (HAZOP) studies for all new products. Comprehensive training programs are offered, including Emergency Response Team training, Basic PPE training for contract workers, Introduction Safety Training, and Process Safety Training. Regular fire drills and mock drills are conducted for employees and workers to ensure preparedness.

The Company makes substantial investments in comprehensive training programs to empower its workforce with the knowledge, skills, and resources necessary for success in their roles. By prioritizing initiatives focused on health and safety and workforce skill enhancement, the Company endeavours to cultivate a knowledgeable and high-performing workforce that drives progress and excellence.

Total Training programs Conducted during year:	
Internal Trainings	810
External Trainings	17
Total duration of training (In hours)	8879.30
Total strength of Employees	656
Average hours of training per employee	11.40

▪ **Percentage of Employees Receiving Regular Performance and Career Development Reviews:**

404-3

Details of performance and career development reviews of employees and worker:

Category	FY 2024-2025			FY 2023-2024		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	360	360	100%	309	309	100%
Female	22	22	100%	19	19	100%
Total	382	382	100%	328	328	100%
Workers						
Male	274	210	77%	260	260	100%
Female	0	0	0	0	0	0
Total	274	210	77%*	260	260	100%

** Note: There is a drop in % in this year due to change in components as we have excluded union workers and fixed term employee who are governed by their respective agreement.*

▪ **Diversity of Governance Bodies and Employees:**

405-1

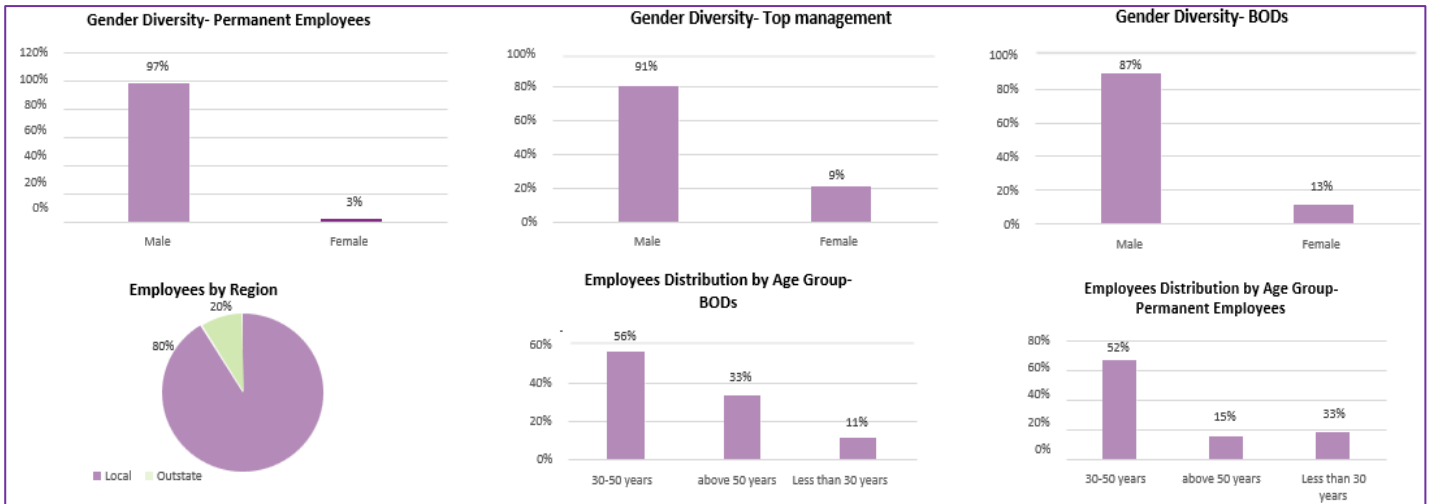
We value our workers' contributions to enhancing our ability to create value for all our stakeholders. We try to improve their job satisfaction and productivity by implementing training and strategic welfare initiatives that support our employees' professional and personal goals.

At Neogen, we strive to provide a comfortable work atmosphere for our employees as they continue to support us in managing and expanding our global business operations. Employee satisfaction is one of the most important aspects which is taken care of through employee surveys. Our employees can rate several aspects of the business, such as leadership quality, employee benefits, etc.

We strive to achieve the highest ratings on the annual employee satisfaction survey, through a consolidated effort of our Human Resources and leadership team.

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▪ **Ratio of Basic Salary and Remuneration of Women to men:** 405-2

Gender pays gap is not the same as equal pay. Pay gap is the description given to the difference in average pay of all men and all women across an organization regardless of role or level. Reporting a positive pay gap means male employees, on average, are paid more than female employees. Reporting a negative pay gap means female employees are paid more than its male ones, on average. Equal pay is different and is a direct comparison between individuals. Equal pay considers whether someone is paid equivalently to others doing the same or equivalent job, regardless of gender. Unequal pay is unlawful.

Neogen Gender pay Gap Salary comparison:

Row Labels	Count of Gender	Sum of Total CTC PA	Average CTC PA	Gender Pay Gap (%)
Female	22	2,84,10,052	12,91,366	-1.65 %
Male	360	45,73,28,387	12,70,356.63	
CTC	325	48,57,38,439	25,61,722.63	

▪ Incidents of Discrimination and Corrective Actions

Taken:

406-1

The Company upholds and respects the fundamental human rights of its employees, customers, and stakeholders. It is committed to fostering an inclusive and diverse work environment that promotes equality, non-discrimination, and fair treatment for all. Furthermore, the Company's Prevention of Sexual Harassment (POSH) policy and whistleblower policy provide protection to complainants and offer guidance on raising concerns regarding misconduct and ill-treatment.

The Company is committed to diversity and inclusion, fostering a workplace free from discrimination based on any factor, including sex, race, religion, or disability. We ensure equal opportunities for all employees. The entity conducts regular internal assessments across its operations to ensure compliance with applicable laws and regulations concerning child labour, forced or involuntary labour, sexual harassment, workplace discrimination, and fair wage practices and reported during this year the discrimination incident at workplace is zero.

Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases:

The Company's Prevention of Sexual Harassment (POSH) policy emphasizes the importance of safeguarding sexual harassment complainants to support their personal and professional development. Both the POSH and Whistleblower policies explicitly guarantee that complainants will not face retaliation or adverse consequences because of their disclosures. This protection extends to safeguarding against job loss, transfer, demotion, or denial of promotion, thereby ensuring a secure and supportive environment for all employees.

▪ Operations & Suppliers:

407-1

By maintaining a commitment to high-quality production and reliable supply chains, the Company aims to establish itself as India's leading supplier of electrolytes for EV applications.

Neogen has built a stable supply chain through over three decades of collaboration with two of the world's largest lithium mining companies. To further reduce risks, the Company

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has diversified its supplier base by adding 2-3 more global lithium suppliers, ensuring a reliable supply. To protect its profit margins, Neogen passes on the fluctuating costs of lithium to its customers. Additionally, the Company enters into long-term agreements that tie the prices of final goods to lithium market prices over extended periods.

Neogen's procurement team is crucial in managing risks related to raw material supplies and price fluctuations. They ensure that a significant portion of the Company's key materials is sourced from multiple suppliers across different regions. Additionally, Neogen encourage strong, long-term relationships with its suppliers, allowing the Company to secure cost-effective raw materials and maintain adequate inventory levels to effectively address these challenges.

The Company consistently collaborates with suppliers to establish alignment on quality standards, ethical practices, and sustainability objectives. Through its well managed supply chain, the Company ensures efficient procurement, timely deliveries, and uninterrupted operations. By fostering these enduring relationships, the Company cultivates a mutually beneficial environment that fosters innovation, reliability, and resilience.

▪ **Operations and Suppliers at Significant Risk for Incidents of Child Labor:**

408-1

Human rights are universal and non-negotiable. Businesses must ensure that their operations and those of their partners uphold the dignity and rights of every individual. This includes eliminating discrimination, preventing child and forced labour, and promoting freedom of expression and association.

Neogen Chemicals operationalizes this principle by ensuring that its employees and workers receive training on human rights policies and issues each year. The company assures that all staff are paid above minimum wage, maintains a strict zero-tolerance policy for child and forced labour. The entity conducts regular internal assessments across its operations to ensure compliance with applicable laws and regulations concerning child labour.

Operations and suppliers at significant risk for incidents of child labour is zero for this reporting year.

▪ **Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor:** 409-1

Human rights are universal and non-negotiable. Businesses must ensure that their operations and those of their partners uphold the dignity and rights of every individual. This includes eliminating discrimination, preventing child and forced labour, and promoting freedom of expression and association. Respecting human rights goes beyond compliance; it is about fostering a just and equitable world.

Neogen Chemicals operationalizes this principle by ensuring that its employees and workers receive training on human rights policies and issues each year. The company assures that all staff are paid above minimum wage, maintains a strict zero-tolerance policy for child and forced labour.

The entity conducts regular internal assessments across its operations to ensure compliance with applicable laws and regulations concerning forced or involuntary labour and operations and suppliers at significant risk for incidents of forced or compulsory labour is zero for this reporting year.

Topics	Goal/ KPI detail	Unit	Base line 2023-24	Target (2024-25)	Achieved Result	Target (2025-26)	Action
Discrimination	Eliminate complaint cases for discrimination while hiring/ promoting/ workspace	Nos.	0	0	0	0	Effective implementation of policy & code of conduct circulated
External stakeholders (Social dialogue)	Ensure Contracted workers covered under WC (Workman Compensation)	%	100%	100%	100 %	100%	Mention in contractors' agreement, verification by HR team at regular interval
Living Wages	All employees' payment as per minimum wages policy	%	100%	100%	100 %	100%	Minimum wages as per government regulation

▪ Security Personnel Trained in Human Rights Policies or Procedures:

410-1

Neogen Chemicals operationalizes this principle by ensuring that its employees and workers receive training on human rights policies and issues each year. The company assures that all staff are paid above minimum wage, maintains a strict zero-tolerance policy for child and forced labour, and enforces robust anti-discrimination and anti-harassment mechanisms. Dedicated committees and confidential grievance redressal systems safeguard employee rights, with no reported cases of human rights violations or workplace harassment in the reporting period. These actions reflect Neogen's unwavering commitment to upholding dignity, equity, and respect throughout its operations and value chain.

The Company adheres to the highest ethical standards, where Code of Conduct serves as a guiding principle for employees and senior management as well. It outlines their commitment towards integrity, transparency, and responsible business practices. The HR Policy further reinforces this commitment by promoting fairness, equal opportunity, and respect in all aspects of employment. By upholding these policies, they ensure that ethical conduct remains at the core of their operations, thus maintaining trust with stakeholders and the communities they serve.

The Company's Whistle-blower Policy provides a confidential and unbiased avenue for employees to report suspected misconduct. All complaints, referred to as "Reportable Matters," are directed to the Audit Committee, which ensures a comprehensive investigation in an unbiased manner. Based on the findings, the Committee recommends suitable disciplinary actions to address any confirmed issues.

Human Rights Policy -

We accord ethics and human rights as a high priority. Keeping this in mind, we have put in place interventions to prevent child labor through thorough screening and scrutiny during hiring processes. We have trained our security personnel to observe all individuals working within our facilities-both employees and contract workers, to identify cases of child labor. Any identified cases are immediately reported. All our employment contracts for workers and employees are based on voluntary agreements.

Building a resilient business and strengthening ethical business practices, we ensure that our contracts with business partners, vendors and other stakeholders have human rights

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clauses. We regularly communicate on our ethics and human rights policies to our stakeholders through various communication channels. All our team members are trained on the aspects of human rights.

Our employee code of conduct guides team members in exhibiting ethical and acceptable behavior as required by Neogen Chemical Limited. In 2022-23, there have been no complaints on child labor, forced labor, compulsory labor, sexual harassment, or unethical behavior of any types. Our policies strategized to protect human rights and build ethical systems include:

Policy on Sexual Harassment -

The Company has adopted a policy for prevention of sexual harassment of women at workplace pursuant to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and it has also constituted an Internal Complaints Committee to redress the complaints relating to sexual harassment of its women employees at workplace and implementation of the said Policy. All employees (permanent, contractual, temporary and trainees) are covered under this policy.

During the year under review the Company has not received any such complaint of harassment.

Vigil Mechanism/Whistleblower Policy -

The Company has adopted a 'Whistle-Blower Policy' for its Directors and Employees to report genuine concerns and to provide adequate safeguards against victimization of persons who may use such mechanism. The Mechanism is designed for enabling all the stakeholders to communicate their concerns about illegal or unethical practices, fraud, or violation of Company's Code of Conduct if any, freely. No personnel of the Company have been denied access to the Chairperson of the Audit Committee. During the year under review, no complaints were received under the Whistle Blower Policy.

▪ **Incidents of Violations Involving Rights of Indigenous Peoples:**

411-1

Neogen Chemicals operationalizes this principle by ensuring that its employees and workers receive training on human rights policies and issues each year. Dedicated

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committees and confidential grievance redressal systems safeguard employee rights, with no reported incidents of violations involving rights of indigenous peoples in the reporting period.

▪ **Labor and Human Rights- Goals, Target, and Action:**

Topics	Goal/ KPI detail	Unit	Base line 2023-24	Target (2024-25)	Achieved Result	Target (2025-26)	Action
Health & safety	Reduce nos. of Physiological work-related accidents	Nos.	0	0	0	0	Adequate resource and training provided
Career management & training	Train employee on Health & safety issues	%	100 %	100 %	100 %	100 %	Training plan done in advance basis, communication regarding trainer and need identify
Working condition	Inclusion of employee in PF	%	100 %	100 %	100 %	100 %	Responsibility given to specific team member; cross checking has been done during review
	Inclusion of employee covered with health policy	%	100 %	100 %	100 %	100 %	
	Cases of complaint/ issues of child or forced labor and human trafficking	Nos.	0	0	0	0	Strict implementation of the policy, instructions given in case of the contractor also
	Cases of complaint for Harassment or sexual harassment	Nos.	0	0	0	0	Training provided, Code of conduct prepare and circulated

▪ Operations with Local Community Engagement, Impact Assessments, and Development Programs:

413-1

- True progress is inclusive. This principle highlights the importance of ensuring that the benefits of economic growth are widely shared. It involves supporting local communities, empowering marginalized groups, and contributing to social development. By aligning business goals with the needs of society, a more equitable and resilient future can be created.
- Neogen Chemicals brings this principle to life by prioritizing the well-being of local and marginalized communities through targeted CSR initiatives in health, education, rural development, and environmental sustainability. The company actively engages with stakeholders to identify community needs, implements robust grievance redressal mechanisms. While no Social Impact Assessments or Rehabilitation projects were required this year, Neogen's projects, such as water infrastructure, nutrition, and education support, demonstrate its commitment to inclusive growth and equitable development.

▪ **CSR Activities at NCL-**

Our CSR initiatives are rooted in creating meaningful and lasting impact across the key areas of education, water conservation, environment, women empowerment, and healthcare. In FY. 2024-25, we impacted thousands of lives through grassroots interventions, infrastructure development, skill-building, and environmental stewardship. As we move forward, we remain committed to fostering more inclusive, resilient, and sustainable communities.

Bringing Smiles to Communities- We believe our success is deeply linked to the well-being of the communities around us. Our focus area of work is to shape a sustainable future through driving socio-economic progress, helping underserved communities become self-reliant, and protecting the environment through conservation and responsible practices.

▪ **CSR for Education-**

Project 'Hobby'- Project 'Hobby' was designed to foster creativity and personal development among 655 students in three high schools near Karakhadi. Activities

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included drama, dance, wildlife awareness, and menstrual health management (MHM) sessions.

Scholarship Support at IIT, Bombay- A scholarship initiative helped ease the financial burden for a deserving student, enabling him to continue his education with focus and determination. The support has encouraged academic excellence while nurturing future aspirations.

Education of BPL Students- Neogen provided financial assistance for the school fees of 26 students from Below Poverty Line (BPL) families at Dhyan Vikas Sanstha, Koparkhairane, Navi Mumbai, helping ensure uninterrupted access to education.

Holistic Learning Environment- To enhance the overall learning experience, a garden for nursery classes was developed and an existing hall was renovated at Dhyan Vikas Sanstha, Koparkhairane, Navi Mumbai. This initiative will benefit around 400 students.

Indian Planetary Society (IPS)- We supported the Indian Planetary Society in Rajkot by providing high-end telescopes and sponsoring the fees and associated costs of research scientists. IPS is dedicated to R&D in Astronomy and Astrophysics. This initiative will support two dedicated scientists and benefit up to 4,500 individuals each year.



■ Integrated Agriculture and Livestock Development Initiative-

In collaboration with Shree Manav Utthan Trust (SMUT), we contributed to the Integrated Agriculture and Livestock Development Initiative across five villages in Padra Block, Vadodara District. The project aims to enhance food security, increase income, and promote sustainable rural livelihoods, reaching over 3,000 families.

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- **Benefits of this project are as under:**
 - Reduced input cost & usage of chemicals in farming
 - Increased farmer's knowledge on sustainable farming & AH
 - Farmers do know about various practices and new technology in agriculture & AH
 - Increased agriculture & AH farmers performance through practical knowledge base
 - Increased awareness amongst Community Govt. schemes & around 200+ villagers have applied for various Govt. Schemes
 - Villagers are aware about the project and know about Neogen's activities in the area



▪ CSR for Women Empowerment-

Women SHGs-

- We are deeply committed to empowering women across rural and tribal communities by supporting initiatives that sharpen their skills and boost their income-generation potential to promote economic self-reliance.

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- In Kaher village (Taluka Valod, District Tapi), we provided credit facilities to a Self-Help Group (SHG) of 20 tribal women to start pickle making business.
- In Selamba (District Narmada), support was extended to a SHG of 20 women by financing the purchase of a groundnut decorticator machine, helping them scale agricultural processing activities.
- In various villages in Vadodara and Tapi District, impactful skill-building and enterprise development initiatives were carried out. These included sewing machine operation training for over 150 women, soap-making training for 20 women, and a microfinance programme supporting 20 women to launch their own soap-making businesses.

Project Tree-

- Project “Tree” is a Skill Development initiative supporting rural women through advanced sewing machine training, conducted in partnership with Baroda Citizens Council, Vadodara. Implemented in villages near the Karakhadi plant, the program empowers 60 women with sustainable livelihood skills and strengthen rural economic independence to foster long-term community development.



▪ CSR for Healthcare, Sanitation, Nutrition and Disaster Management-

Ration Kits-

- For Flood-Affected People As part of our humanitarian efforts, we distributed ration kits to 200 flood-affected families in Vadodara District. This was done in collaboration with the Jan Prakruti Foundation, Vadodara.

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Project Poshan

- Project Poshan done in collaboration with United Way Mumbai has helped to combat malnutrition among children and women through nutrition support, health check-ups, and community awareness. Through this initiative, we focused on improving maternal and child health, strengthening Anganwadis, and building healthier, nourished communities and has benefited around 250 children, 19 lactating mothers and 22 pregnant women.



▪ **Awards and Recognitions:**

Rotary National CSR Award 2025- Recognized for a water conservation project across Gujarat & Maharashtra that impacted over 28,458 lives. Neogen Chemicals Limited received the **Special Jury Award (Large Category)** at the 4th GEO Excellence Awards in FY 2024-25, recognizing their commitment to responsible growth and sustainable development.

Small Enterprise: Water, Sanitation & Hygiene

Project: Water Conservation

Location: Gujarat & Maharashtra

- o Installed 75 new borewells
- o Built 8 borewell recharge structures
- o Excavated / desilted 5 ponds
- o Installed RO water filtration systems



▪ Human Resource development:

- Pragati: Employee Growth and Empowerment Programme Amidst a dynamic and challenging business environment, Neogen reaffirmed its commitment to employee wellbeing by launching Pragati – An Employee Growth and Empowerment Programme on Neogen Day, 1st April. Inspired by the theme “Progressing Together, Growing Forever,” this initiative reflects Neogen’s commitment to fostering long-term financial empowerment and wealth creation for its employees.
- As part of the Programme, we introduced the Neogen Chemicals Employee Stock Option Scheme 2024, applicable to both the parent company and its subsidiaries. The

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scheme aims to recognize and reward employee contributions, attract and retain top talent, and cultivate a sense of ownership and shared growth. Under this scheme, eligible employees are granted stock options that entitle them to apply for an equivalent number of equity shares in Neogen Chemicals Limited. This strategic move not only strengthens employee engagement but also deepens their association with the Company's growth journey.

- The full details of the scheme are accessible on the Company's website: <https://neogenchem.com/wp-content/uploads/ESOP-Scheme-2024.pdf>



▪ **Social:**

Being a responsible organization, At Neogen, our core value has an embedded responsibility to the community around our operational states. We are committed to empowering communities through CSR activities.



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▪ **New Suppliers were Screened Using Social Criteria:** 414-1

Neogen's procurement team is crucial in managing risks related to raw material supplies and price fluctuations. They ensure that a significant portion of the Company's key materials is sourced from multiple suppliers across different regions. Additionally, Neogen encourage strong, long-term relationships with its suppliers, allowing the Company to secure cost-effective raw materials and maintain adequate inventory levels to effectively address these challenges.

The company maintains a robust anti-corruption policy and reported zero disciplinary actions or conflict-of-interest complaints involving directors, KMPs, employees, or workers. The company also ensures openness in business dealings, with clear disclosures on related party transactions and supplier concentration.

The company systematically identifies key stakeholder groups ranging from shareholders and customers to employees, suppliers, regulatory bodies, and local communities ensuring their expectations are understood and addressed. Engagement channels such as surveys, meetings, reports, and community initiatives are tailored to each group and occur at regular intervals, from monthly to annually, or as needed.

▪ **Negative Social Impacts in the Supply Chain and Actions**

Taken: 414-2

The Company consistently collaborates with suppliers to establish alignment on quality standards, ethical practices, and sustainability objectives. Through its wellmanaged supply chain, the Company ensures efficient procurement, timely deliveries, and uninterrupted operations. By fostering these enduring relationships, the Company cultivates a mutually beneficial environment that fosters innovation, reliability, and resilience. Negative implications as it may affect our deliveries as well.

Minimize the impact of global uncertainties, including geopolitical tensions, war-related disruptions, and supply chain blockages arising from conflicts. Government incentives, along with increasing investments in local manufacturing and Research and Development (R&D), are likely to strengthen the domestic supply chain.

Neogen is exposed to risks arising from global uncertainties such as pandemics, geopolitical disruptions, natural calamities, economic downturns and policy changes in

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key markets. These factors can disrupt supply chains, financing, logistics and workforce availability. To mitigate these risks, the Company has adopted precautionary measures such as diversifying into stable geographies, focusing on long-term planning, seeking strong legal counsel and adopting competitive strategies. Vendor diversification, optimal inventory management and a robust supply chain network further reduce exposure. The Company monitors these risks through event-based reviews during disruptions, quarterly assessments of economic policies and regular vendor audits to ensure early identification of potential issues.

▪ **Assessment & Incidents of Non-Compliance Concerning of the Health and Safety Impacts of Product and Service Categories:** 416-1, 416-2

Health and safety issues that may result from the Company’s operational activities. The business is exposed to risks related to fire, accidents, effluent discharge deviations, environmental non-compliance and labour-related issues. Such risks could affect human safety, the environment, regulatory approvals and the Company’s reputation.

The procedures selected depend on the auditor’s judgement, including the assessment of the risks of material misstatement of the standalone financial statements, whether due to fraud or error. Neogen having dedicated Quality Control (QC) and Quality Assurance (QA) teams oversee the manufacturing process end-to-end – from raw material testing to final product inspection, ensuring compliance with global standards.

Businesses are not just sellers of goods and services they are also responsible for the impact these offerings create. This principle serves as a reminder that every product leaves a footprint. It is essential to ensure that all offerings are safe, highquality, and sustainable across their entire lifecycle from raw material sourcing to end-of-life disposal. It is necessary to think proactively, innovate continuously, and act responsibly to reduce harm and support long-term well-being.

Products/services			
15. Details of business activities (accounting for 90% of the turnover):			
Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Organic chemicals	Engaged in manufacturing of Bromine Compounds, Advanced Intermediates and Custom Synthesis & Contract Manufacturing	86%
2	Inorganic chemicals	The portfolio includes specialty, inorganic lithium-based chemical products which find applications across multiple industries	14%

▪ Requirements for product and service information and labelling:

417-1

Neogen Chemicals Ltd (NCL) maintains rigorous standards for product and service information to comply with global pharmaceutical and specialty chemical regulations. Their requirements are primarily driven by their status as a **CDMO (Contract Development and Manufacturing Organization)** and a leading producer of Bromine and Lithium-based compounds.

Below are the specific requirements and standards they follow for product information and labelling,

1. Quality & Regulatory Framework-

Neogen's information and labeling systems are built on international quality benchmarks to ensure global acceptance, especially for pharmaceutical intermediates.

- **ICH-Q7A Guidelines:** Their documentation system for chemical intermediates is strictly aligned with these International Council for Harmonisation standards, which govern Good Manufacturing Practice (GMP) for APIs.
- **GMP Certification:** Their Dahej SEZ and Hyderabad sites are **GMP certified by SGS**, requiring high levels of data integrity and batch-specific documentation.
- **ISO Multi-Certification:** * **ISO 9001:2015:** Quality Management System (QMS).
 - **ISO 14001:2015:** Environmental Management.
 - **ISO 45001:2018:** Occupational Health and Safety.
- **FSSAI & Drug Controller Licenses:** Compliance for products entering the food or pharmaceutical supply chains in India.

2. Product Information Requirements-

For every product supplied, Neogen provides a comprehensive "information package" to ensure safety and technical compliance:

- **Safety Data Sheets (SDS):** Generated in accordance with **GHS (Globally Harmonized System)**. This includes 16 sections detailing hazard identification, toxicity (LD50), handling, and storage requirements.

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- **Certificate of Analysis (CoA):** Provides quantitative data on product purity, impurity profiles, and physical characteristics. Neogen uses high-precision testing including HPLC, GC, and ICP.
- **Technical Data Sheets (TDS):** Outlines chemical properties, shelf-life, and recommended applications (e.g., for Grignard reagents or Inorganic Lithium salts).
- **Batch Traceability:** Every document is linked to a specific lot or serial number, allowing for full "back-to-source" traceability in the event of a quality query.

3. Labeling Standards-

Labels at Neogen function as a primary safety and identification tool. A standard Neogen chemical label typically includes the following mandatory elements:

Standard Label Components

Element	Requirement Detail
Product Identifier	Proper chemical name and internal SKU number.
GHS Pictograms	Visual symbols for hazards (e.g., Flammable, Corrosive, or Toxic).
Signal Words	"Danger" or "Warning" depending on the hazard class.
Batch/Lot Number	Vital for pharmaceutical-grade intermediates and audit trails.
Weight & Quantity	Precise net weight, often in MT (Metric Tons) or Kg for specialty orders.
Manufacturer Info	Details of the specific manufacturing site (Mahape, Karakhadi, or Dahej).

4. Service & Customization Requirements-

As a specialized partner for global firms, Neogen also adheres to customer-specific information requirements:

- **Custom Synthesis Documentation:** For proprietary molecules, Neogen follows the client's specific reporting formats and confidentiality (NDA) protocols.
- **Export Labeling:** For international shipments, labels comply with **IATA** (Air), **IMDG** (Sea), and **ADR/RID** (Land) regulations for the transport of dangerous goods.
- **Digital Access:** Customers can often access technical documents through a centralized **Document Search** portal using SKU or Lot numbers

▪ Incidents of non-compliance concerning product and service information and labelling and marketing communications:

417-2, 417-3

Neogen Chemicals Ltd (NCL) has a strong record of compliance with product labelling and service information standards. There are **no public records of major regulatory enforcement actions** or "warning letters" specifically citing violations in product labelling or safety information (such as GHS or SDS non-compliance) during this reporting period.

Neogen Chemicals Ltd (NCL) has **no recorded major incidents of non-compliance** specifically related to misleading advertisements or unethical marketing communications during this reporting period.

▪ Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data:

418-1

The Company places a high priority on protecting the environment and well-being of its employees and customer. The Company's monitoring mechanisms include weekly sales reviews, regular feedback from customers and ongoing market price surveys to track competitive trends.

The Company heavily relies on information technology systems for various corporate activities, including processing financial information, managing creditor/debtor

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information, customer communication, website marketing, and regular business operations. Regular evaluations of its cyber space and IT guidelines are conducted, with the implementation of appropriate IT frameworks to ensure compliance. Additionally, the Company maintains an effective backup system to mitigate risks associated with partial or complete disruptions to its IT systems.

Customers are central to every business. This principle underscores the importance of treating customers with respect and fairness by offering safe, reliable products, protecting their data, and addressing their concerns promptly. Responsible customer engagement fosters trust, loyalty, and long-term value for both the business and the consumer. The company maintains clear mechanisms for receiving and addressing consumer complaints, with all issues resolved promptly and contact information readily available on its website.

Information Technology (IT) Risk- The Company is exposed to cyber threats, data breaches, system outages and the risk of using obsolete technology, all of which could disrupt operations and compromise confidential information.

Mitigation- Neogen's mitigation strategies include implementing IT access policies, using licensed software, deploying firewalls, ensuring Virtual Private Network (VPN) and encryption security and maintaining strong data backup systems. Regular staff training on cyber awareness further strengthens preparedness. These risks are monitored through monthly reviews of access logs, quarterly audits of user roles, firewall monitoring and periodic external IT security reviews.

Neogen has experienced zero product recalls, data breaches, or complaints related to data privacy, advertising, or unfair trade practices in the reporting period. A robust cybersecurity and data privacy framework further safeguards customer information, ensuring trust and transparency in every interaction.

❖ GRI Index –

Statement of Use	Neogen Chemicals Limited has reported the information cited in this GRI content index for the period April 2024 to March 2025 with reference to the GRI Standards.
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Registered office address

Office No.1002, 10th Floor, Dev Corporate Building,
Opposite Cadbury Co., Eastern Express Highway,
Pokhran Rd. No. 2, Khopat, Thane (W) 400 601, India

INDEPENDENT ASSURANCE STATEMENT



Introduction and objectives of work

The Management of **Neogen Chemicals Limited** ('the Company') have engaged us to undertake an Independent Assurance of the company's Sustainability report for the financial year ended **March 31, 2025 (Neogen Chemicals Limited - Sustainability Report – FY 2024-25)** and provide **Limited Assurance** Statement on the aforesaid report. **Neogen Chemicals Limited** has prepared the Sustainability Report with reference to Global Reporting Initiative (GRI) Standards, 2021 with stated parameters (**Annexure 1**) for the reporting period **April 1, 2024 to March 31, 2025**, based on which this overall assessment has been carried out. This Assurance Statement applies to the related information included within the scope of work described below.

Intended User

The intended user of this assurance statement is **Neogen Chemicals Limited**. We disclaim any liability or responsibility to a third party for decisions, whether investment or otherwise, based on this assurance Statement. Bureau Veritas planned and performed the work to obtain the evidence, considered necessary to provide a basis for our assurance opinion.

The assurance engagement considers an uncertainty of $\pm 5\%$ based on materiality threshold for estimation / measurement errors and omissions. We did not engage with any external stakeholders as part of this assurance engagement.

Scope of Work

We have performed the **Limited Assurance** engagement for Sustainability report prepared with reference to GRI Standards, verification engagement in accordance with ISAE 3000 methodology and in line with the requirements of Bureau Veritas's standard procedures and guidelines for External Assurance of Sustainability Reports, based on current best practice in independent assurance for the reporting period **April 1, 2024 to March 31, 2025**. The selected GRI disclosures referred to in Appendix – 1 for this statement.

The reporting boundaries considered for this reporting period are as follows.

<u>Site Name/ Location</u>	<u>Site Address</u>
Head Office	Office No. 1002, 10th Floor, Dev Corpora Building, Eastern Express Highway, Opp. Cadbury Company, Pokhran Road No. 2, Khopat, Thane - 400601, Maharashtra, India.
Dahej Site	Plot No. Z-109, SEZ-II, Dahej, Tal-Vagra, Dist-Bharuch.
Karakhadi Site	Block No. 526A, Village Karakhadi, Taluka Padra, Vadodara, Gujarat 391450.
Mahape Site	Plot No. 43/44, TTC MIDC Industrial Area, Mahape, Navi Mumbai 400710, Maharashtra, India
Patancheru Site	17-D, Phase I, IDA, Patancheru, Sangareddy District, Telangana – 502319

As part of its Independent Assurance, we assessed the appropriateness and robustness of underlying reporting systems and processes, used to collect, analyze and review the information reported. In this process, we undertook the following activities:

The assessment was conducted by means of physical site visits at Dahej – **Gujarat &** Karakhadi - Gujarat and virtual site audits at Head Office Thane, Mahape - Maharashtra, Patancheru - Telangana. Bureau Veritas interviewed personnel of the Company including CSR, L&D, EHS, Administration, Opex, SCM, Stores, Sustainability and other relevant departments and review of the Company's data & information systems for collection, aggregation, analysis and review.

Data on various GRI disclosures were assessed for the locations that were visited. Later, it was confirmed that the same assessed data went into preparation of the final data within the Sustainability Report 2024-25.

Management Responsibility

The Selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the Sustainability report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation of Sustainability Report. Our sole responsibility is to provide Independent Assurance on the Sustainability report for the financial year ended **March 31, 2025**.

The selection of reporting criteria, reporting period, reporting boundary, monitoring and measurement of data, preparation, and presentation of information in the Sustainability Report are the sole responsibility of the Company and its management. We are not involved in drafting or preparation of Sustainability Report. Our sole responsibility is to provide independent Assurance on the Sustainability Report for the financial year ended **March 31, 2025**.

Our findings

On the basis of our methodology and the activities described above,

- Based on our review, the GRI disclosures and accurate, and the information included therein is fairly stated.
- It is our opinion that Company has established appropriate systems for the collection, aggregation, and analysis of data on Sustainability/Non-Financial performance disclosures with reference to GRI.
- The Sustainability Report provides a fair representation of the Company's activities as included therein.
- The information is presented in a clear, understandable, and accessible manner, and allows readers to form a balanced opinion over the Company and status during the reporting period.

Limitations and Exclusions

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period.
- Positional statements (expressions of opinion, belief, aim or future intention by the Company and statements of future commitment).

Our assurance does not extend to the activities and operations of the Company outside of the scope and geographical boundaries as well as the operations undertaken by any subsidiaries or joint ventures of the Company.

Our assurance of economic and financial performance data or information on the Company is based only on the annual audited statement of accounts of the Company for the Financial Year 2024-25 and

our conclusions rest solely upon that audited report.

Conclusion

Based on the procedures performed and the evidence obtained, we believe that the sustainability disclosures in the **Neogen Chemicals Limited** Sustainability Report for the year ended March 31, 2025, prepared with reference to the GRI Standards 2021, are fairly presented, in all materials respects.

Statement of Independence, Integrity, and Competence

Bureau Veritas is an independent professional services company that specializes in quality, environmental, health, safety, and social accountability with over 196 years of history. Its assurance team has extensive experience in conducting assessments of environmental, social, ethical and health and safety information, systems and processes.

Bureau Veritas operates a certified Quality Management System which complies with the requirements of ISO 9001:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Bureau Veritas has implemented and applied a Code of Ethics, which meets the requirements of the International Federation of Inspections Agencies (IFIA), across the business to ensure that its employees maintain integrity, objectivity, professional competence and due care, confidentiality, professional behavior, and high ethical standards in their day-to-day business activities.

The assurance team for this work does not have any involvement in any other Bureau Veritas projects with **Neogen Chemicals Limited**.

Competence

The assurance team has extensive experience in conducting assurance over environmental, social, ethical, and health & safety information, systems and processes an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Restriction on use of Our Report

Our Limited Assurance report for Sustainability Report has been prepared and addressed to the Management of **Neogen Chemicals Limited** at the request of the company solely to assist the company in reporting on the Company's Sustainability performance and activities. Accordingly, we accept no liability to anyone other than the Company. Our deliveries should not be used for any other purpose or by any person other than the addressees of our deliverables. The Firm neither accepts nor assumes any duty of care or liability for any other purpose or to any other party to whom our Deliverables are shown or into whose hands it may come without our prior consent in writing.



Dinesh PATEL
Lead Assuror
Bureau Veritas (India) Private Limited.
Vadodara, Gujarat, India.
Dt: 24th May 2026



Munji Rama Mohan RAO
Technical Reviewer
Bureau Veritas (India) Private Limited.
Hyderabad, India.
Dt: 25th May 2026

Appendix-1

GRI Standard	GRI Disclosure Indicators
General Disclosure	
GRI 2: General Disclosures 2021	2-1 Organizational details
	2-2 Entities included in the organization’s sustainability reporting
	2-3 Reporting period, frequency and contact point
	2-4 Restatements of information
	2-5 External assurance
	2-6 Activities, value chain and other business relationships
	2-7 Employees
	2-8 Workers who are not employees
	2-9 Governance structure and composition
	2-10 Nomination and selection of the highest governance body
	2-11 Chair of the highest governance body
	2-12 Role of the highest governance body in overseeing the management of impacts
	2-13 Delegation of responsibility for managing impacts
	2-14 Role of the highest governance body in sustainability reporting
	2-15 Conflicts of interest
	2-16 Communication of critical concerns
	2-17 Collective knowledge of the highest governance body
	2-18 Evaluation of the performance of the highest governance body
	2-19 Remuneration policies
	2-20 Process to determine remuneration
	2-21 Annual total compensation ratio
	2-22 Statement on sustainable development strategy
	2-23 Policy commitments
	2-24 Embedding policy commitments
	2-25 Processes to remediate negative impacts
	2-26 Mechanisms for seeking advice and raising concerns
	2-27 Compliance with laws and regulations
	2-28 Membership associations
2-29 Approach to stakeholder engagement	
2-30 Collective bargaining agreements	
Material topics	

GRI Standard	GRI Disclosure Indicators
GRI 3: Material Topics 2021	3-1 Process to determine material topics
	3-2 List of material topics
	3-3 Management of material topics
Biodiversity	
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss
	101-2 Management of biodiversity impacts
	101-3 Access and benefit-sharing
	101-4 Identification of biodiversity impacts
	101-5 Locations with biodiversity impacts
	101-6 Direct drivers of biodiversity loss
	101-7 Changes to the state of biodiversity
	101-8 Ecosystem services
	101-9 Impacts on habitats of Indigenous Peoples and local communities
Indirect Economic Impacts	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed
	201-2 Financial implications and other risks and opportunities due to climate change
	201-3 Defined benefit plan obligations and other retirement plans
	201-4 Financial assistance received from government
GRI 202: Market Presence 2016	202-1 Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage
	202-2 Proportion of senior management hired from the local community
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported
	203-2 Significant indirect economic impacts
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers
Anti-Corruption	
GRI 205: Anticorruption 2016	205-1 Operations assessed for risks related to corruption
	205-2 Communication and training about anti-corruption policies and procedures
	205-3 Confirmed incidents of corruption and actions taken
GRI 206: Anti-Competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices
Materials	
GRI 301: Materials 2016	301-1 Materials used by weight or volume
	301-2 Recycled input materials used
	301-3 Reclaimed products and their packaging materials
Energy	



GRI Standard	GRI Disclosure Indicators
GRI 302: Energy 2016	302-1 Energy consumption within the organization
	302-2 Energy consumption outside of the organization
	302-3 Energy intensity
	302-4 Reduction of energy consumption
	302-5 Reductions in energy requirements of products and services
Water	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource
	303-2 Management of water discharge-related impacts
	303-3 Water withdrawal
	303-4 Water discharge
	303-5 Water consumption
Emissions	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions
	305-2 Energy indirect (Scope 2) GHG emissions
	305-3 Other indirect (Scope 3) GHG emissions
	305-4 GHG emissions intensity
	305-5 Reduction of GHG emissions
	305-6 Emissions of ozone-depleting substances (ODS)
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions
Waste	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts
	306-2 Management of significant waste-related impacts
	306-3 Waste generated
	306-4 Waste diverted from disposal
	306-5 Waste directed to disposal
Supplier Environmental Assessment	
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria
	308-2 Negative environmental impacts in the supply chain and actions taken
Employment	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees
	401-3 Parental leave
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes
Occupational Health and Safety	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system
	403-2 Hazard identification, risk assessment, and incident investigation
	403-3 Occupational health services
	403-4 Worker participation, consultation, and communication on occupational health and safety
	403-5 Worker training on occupational health and safety

GRI Standard	GRI Disclosure Indicators
	403-6 Promotion of worker health
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
	403-8 Workers covered by an occupational health and safety management system
	403-9 Work-related injuries
	403-10 Work-related ill health
Training and Education	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee
	404-2 Programs for upgrading employee skills and transition assistance programs
	404-3 Percentage of employees receiving regular performance and career development reviews
Diversity and Equal Opportunity	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees
	405-2 Ratio of basic salary and remuneration of women to men
Non-Discrimination	
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken
Freedom of Association and Collective Bargaining	
GRI 407: Freedom of Association and Collective Bargaining 2026	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
Child Labor	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor
Forced or Compulsory Labor	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor
Security Practices	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures
Rights of Indigenous Peoples	
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples
Local Communities	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs
Supplier Social Assessment	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria
	414-2 Negative social impacts in the supply chain and actions taken
Customer Health and Safety	
GRI 416: Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services
Supplier Social Assessment	
GRI 417: Supplier Social Assessment	417-1 Requirements for product and service information and labelling
	417-2 Incidents of non-compliance concerning product and service information and labelling

GRI Standard	GRI Disclosure Indicators
	417-3 Incidents of non-compliance concerning marketing communications
Customer Privacy	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data