AMI LIFESCIENCES

ANNUAL

SUSTAINABILITY REPORT

FY 2025-26



amilifesciences.com



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01

INTRODUCTION





Reporting Framework and Transparency

Transparency, accountability and data integrity are fundamental to AMI Lifesciences' approach to sustainable business. We, AMI Lifesciences Private Limited (referred to herein as "AMI Lifesciences", "the Company", "we", "our" or "us"), present this Sustainability Report for the financial year 2025–26, which outlines our Environmental, Social and Governance (ESG) performance and reflects how sustainability is integrated across our operations, decision-making processes and long-term business strategy.

As a responsible manufacturer of pharmaceutical intermediates and Active Pharmaceutical Ingredients (APIs), we recognise that sustainable manufacturing extends beyond regulatory compliance. It encompasses responsible resource management, ethical business practices, employee wellbeing, product quality and collaborative engagement across our value chain. This report provides a transparent account of our sustainability priorities, governance approach, performance and progress toward responsible and resilient growth.

Reporting Period and Frequency

This report covers the period from 1 April 2025 to 31 March 2026 and is published on an annual basis. Unless otherwise stated, the data and performance indicators presented in this report relate to this reporting period.

Reporting Boundary and Organizational Coverage

The report covers 100% of AMI Lifesciences' operational footprint, including our corporate office, manufacturing facility and marketing office.

Corporate Office	**Corporate, commercial and sustainability governance** • 7th Floor, 1038 Lilleria, Gotri-Sevasi Road, New Alkapuri, Vadodara, Gujarat - 390021
Manufacturing Facility	**API and intermediate manufacturing, R&D, pilot plant and utilities** • Block No.82/B, ECP Road, At & Post. Karakhadi-391450 Taluka : Padra Dist : Vadodara Gujarat, INDIA.
Marketing Office	**Commercial and customer engagement** • A-911, Kanakia Wall Street, Andheri–Kurla Road, Chakala Andheri East, Mumbai, Maharashtra 400093 India.

Reporting Framework

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021 and has been developed with reference to the following GRI Standards:

- GRI 1: Foundation 2021 — the reporting principles we apply
- GRI 2: General Disclosures 2021 — organisational profile, governance, strategy and stakeholder engagement
- GRI 3: Material Topics 2021 — how we determine, prioritise and manage our material topics

The report has been prepared using internally verified operational data and management information systems, and reflects our commitment to transparent, consistent and comparable sustainability reporting.

External Assurance

To strengthen the credibility, reliability and transparency of our ESG disclosures, this report has been independently assured by Anares Analytics LLP in accordance with internationally recognised sustainability assurance practices and the requirements of the GRI Universal Standards 2021.

The assurance process included a review of selected ESG disclosures, data validation procedures and reporting processes to enhance confidence in the accuracy and completeness of the information presented.



Data Methodology and Reporting Approach

The ESG information presented in this report has been compiled through structured internal data collection processes involving relevant operational and functional teams. Environmental and social performance indicators are reported using the methodologies and definitions adopted by the respective GRI Standards and applicable internal management systems.

Where estimates or assumptions have been used, they have been applied consistently and are based on the best available information at the time of reporting.

Restatement of Information (GRI 2-4)

AMI Lifesciences confirms that there have been no restatements of information in this Sustainability Report. The data, reporting scope and disclosures are consistent with the information presented for the reporting period, and no changes have been made that materially affect the comparability or interpretation of previously reported information.

Forward-Looking Statement

This report contains forward-looking statements relating to AMI Lifesciences' sustainability ambitions, strategic priorities and future performance. These statements are based on current assumptions, expectations and available information, and may be influenced by changes in regulatory requirements, market conditions, technological developments and other external factors. AMI Lifesciences undertakes no obligation to publicly update these statements except where required by applicable laws or reporting obligations.

Stakeholder Feedback and Contact

We value feedback from our stakeholders and welcome suggestions that can help strengthen our sustainability performance and reporting practices.

Email :
info@amilifesciences.com

Phone :
+91 265-2323046 / +91 265-2332104

Through this report, we reaffirm our commitment to responsible pharmaceutical manufacturing, transparent ESG reporting and creating long-term value for our customers, employees, partners, communities and the environment.

Year in Review

Our FY 2025–26 performance across the environmental, social and governance dimensions of our business.



100%
Sites certified to ISO 14001

24037 KL
Rainwater harvested annually

32.16%
Renewable energy share in total energy consumption

100%
of APIs with Updated Safety Data Sheets to Customers

100%
% of Total Workforce Trained on Environmental Issues

43.89%
Sustainably sourced raw materials

18.08%
Decrease in GHG emissions intensity from baseline

5888.33 MT
Total waste recovered

23.97
GHG emission intensity (tCO_2e/ production)

Zero
Environmental complaints reported



1,322
Total employees

17.1 hours
Average training hours per employee

Zero
Number of Fatal Incidents

42%
Hiring of Local People

Zero
Lost Time Injury (LTI) Frequency Rate – Employees

100%
Sites certified to ISO 45001

Zero
Confirmed discrimination cases

Zero
Child Labour, Forced Labour and Human Trafficking Cases

Zero
Employees Above Living Wage Rules

79
of Social Initiatives at National and Local Level



Platinum
EcoVadis sustainability rating

100%
Supplier ESG assessments completed

50%
Women representation on the Board

Zero
Data privacy and cybersecurity breaches

Zero
Confirmed corruption cases

Zero
Regulatory non-compliance incidents

Zero
Whistleblower cases reported

100%
Sites certified to ISO 27001



MR. GIRISH CHOVATIA

CHAIRMAN & MANAGING DIRECTOR

Message from the Chairman & Managing Director

The global pharmaceutical industry is changing rapidly, and the expectations placed on pharmaceutical manufacturers are changing with it. It is no longer enough to demonstrate that a medicine works or that its ingredients meet specification. Customers, regulators and healthcare stakeholders increasingly want to understand how those ingredients were manufactured, what environmental impact they created and whether that impact can be measured and managed with credibility.

India supplies a significant share of the world's active pharmaceutical ingredients, and that leadership has been built on scientific capability, process expertise and manufacturing efficiency. The future of that leadership will increasingly depend on the quality of the environmental, social and governance evidence that Indian API manufacturers can provide to global customers and regulators. Innovator pharmaceutical companies with science-based climate commitments now evaluate suppliers not only on quality and cost, but also on carbon intensity, water stewardship, responsible sourcing and labour standards. Manufacturers that can demonstrate responsible and transparent operations are increasingly being considered for long-term strategic partnerships.

Over the past year, my focus has been to ensure that AMI Lifesciences remains firmly in that category.

Building resilience through responsible manufacturing

We began our journey in 1997 and became AMI Lifesciences in 2006. Today, we are a pure-play manufacturer of APIs and pharmaceutical intermediates, serving customers in more than 60 countries from our manufacturing facility in Karakhadi, Vadodara. Our operations are supported by fully backward-integrated processes across all key molecules, in-house research and development capabilities and a pilot plant commissioned in 2021. We hold approvals from USFDA, EU-GMP, WHO-GMP, MFDS Korea, ANVISA Brazil, COFEPRIS Mexico and CEP, and have consistently maintained a first-pass regulatory success rate of more than 95%. In FY 2025–26, sustaining the momentum that has established us as one of India's fastest-growing API businesses.

Our backward-integrated manufacturing model gives us greater control over quality, process efficiency and environmental performance. By managing key manufacturing stages internally, we are better positioned to optimise resource use, improve process visibility and provide customers with greater transparency on the environmental profile of our products. The integration that strengthens our competitiveness also strengthens our ability to manage and measure our sustainability performance.

This is the principle through which sustainability is integrated into our capital allocation decisions. We do not treat environmental investments as a separate category of expenditure. Solar generation, solvent recovery, effluent treatment and energy-efficiency initiatives compete for capital alongside manufacturing expansion and capacity enhancement, and they receive investment because they create measurable business value through lower resource costs, reduced regulatory risk and stronger long-term customer competitiveness. Sustainability capital is business capital, and we evaluate it with the same discipline and accountability.

FY 2025–26: Measurable progress

FY 2025–26 delivered measurable progress across several priority areas. Renewable electricity increased from 13.25% to 32.16%, supported by 8.44 million kWh of solar power generation, and for six consecutive months, from October 2025 onward, solar energy met more than one-third of our electricity demand. Our solvent recovery systems returned 7.53 million litres of solvent and raw material to the manufacturing process, enabling recovered streams to meet 47.93% of our total material demand while reducing fresh solvent consumption by 6.3%, even as manufacturing throughput increased. We also recharged 24,037 m³ of groundwater and saved 1.32 million kWh of electricity through efficiency initiatives across our operations.

During the year, we replaced methylene dichloride, a substance classified as a suspected carcinogen, with ethyl acetate in one of our API manufacturing routes without compromising product quality.

Following our EcoVadis Platinum Medal achievement in FY 2024-25, which placed AMI Lifesciences among the top 1% of companies assessed globally.

These outcomes demonstrate that responsible manufacturing can strengthen both environmental performance and operational efficiency. They improve resource productivity, support regulatory readiness and enhance our ability to remain a preferred partner to global pharmaceutical customers.

Governance and accountability

There are areas where we are not yet where I want us to be, and I believe it is important to acknowledge them openly. Supplier ESG screening covered 11% of our supply base in FY 2024–25, which remains below the level that many global customers are likely to expect over the coming years. Similarly, Zero Liquid Discharge remains under feasibility assessment rather than operational implementation. Both have been identified as priority workstreams in this report, with defined ownership and implementation timelines, and I expect our progress to be measured transparently.
Accountability is meaningful only when it is supported by governance. Our Board oversees ESG performance through a defined governance framework, material sustainability risks are integrated into our enterprise risk management processes and our Chief Sustainability Officer reports directly on progress against the commitments outlined in this report. During FY 2025–26, 100% of our employees completed business ethics training, and no confirmed incidents of corruption or anti-competitive conduct were recorded.

Looking ahead

Our founding ambition was to make AMI Lifesciences the partner of choice for pharmaceutical companies worldwide for their API requirements. That ambition remains unchanged, but what it demands of us has evolved. Being a partner of choice in 2030 will require environmental performance that our customers can confidently incorporate into their own ESG disclosures, a safety culture that withstands the highest levels of scrutiny and a supply chain that is managed with the same rigour as our own manufacturing operations.

Our roadmap to FY 2028 has been designed with that objective in mind, and we will continue to report our progress with transparency and accountability. As we move forward, our focus will remain on strengthening climate action, water stewardship, resource efficiency, responsible sourcing and governance while continuing to invest in manufacturing excellence and innovation.

We have always believed that health is a healthy business. Today, I would add that a business that compromises the environment in which it operates, or the communities that support it, cannot remain a trusted supplier to the global pharmaceutical industry. Behind every API lies a promise, to patients, to our people, to our customers and to the planet. My commitment is that we will continue to measure our performance honestly, improve it consistently and report it transparently.

> “We are not a chemistry company that also reports on sustainability. We are a pharmaceutical company whose licence to supply depends on it.”





DR. KESHAV DEO

EXECUTIVE DIRECTOR & BOARD MEMBER

Message from the Executive Director & Board Member

At AMI Lifesciences, we believe that pharmaceutical innovation must progress alongside responsible and sustainable manufacturing. As the industry evolves, scientific excellence is increasingly being measured not only by product quality and therapeutic value, but also by how efficiently and responsibly products are developed and manufactured.

Our approach is rooted in the integration of science, process innovation and sustainability. By strengthening process development and optimisation, we seek to improve yields, reduce material intensity, minimise hazardous substances and enhance the efficient use of energy, water and other resources. This enables us to pursue manufacturing excellence while reducing environmental impacts and operational risks.

During FY 2025–26, our focus on green chemistry and process innovation translated into practical improvements across manufacturing processes. We continued evaluating safer alternatives, improving process efficiency and eliminating unnecessary process steps.

These initiatives have helped reduce the consumption of solvents and hazardous materials, minimise waste generation and improve resource efficiency, while maintaining product quality and regulatory requirements.

We are also advancing Life Cycle Assessment and Product Carbon Footprint initiatives to strengthen our understanding of environmental impacts across the product lifecycle. These efforts will enable us to make more informed decisions during process development and identify opportunities for further improvement.

Looking ahead, we will continue to explore opportunities in greener chemistry, process optimisation, safer material selection and resource recovery. Our objective is to embed sustainability into innovation from the earliest stages rather than treating it as an outcome to be addressed later.

For us, responsible innovation means creating solutions that deliver value for patients and customers while protecting the people and environment connected to our operations. We remain committed to combining scientific expertise with disciplined execution to build more efficient, resilient and responsible pharmaceutical manufacturing processes.

Better science can create better outcomes, not only for human health but also for planetary health.



MR. SANDIP KAR

HEAD OPERATION & CHIEF SUSTAINABILITY OFFICER

Message from the Director & Chief Sustainability Officer

Our Sustainability Head's Perspective

> "At Ami Lifesciences, sustainable manufacturing is built on the principles of operational excellence, quality, safety, and responsible resource management. With nearly 28 years of experience in API manufacturing and technical leadership across organizations including Basic International, Cadila Healthcare, Alembic Pharmaceuticals, Unimark Remedies, and Ami Lifesciences, I bring a deep understanding of how efficient operations, regulatory compliance, and continuous innovation can drive both business performance and environmental stewardship."

Sustainability Head Message

In FY2024-25, we were proud to be awarded the EcoVadis Platinum Medal, placing us among the top 1% of companies globally for our sustainability performance. This recognition validates our strategic direction and the tireless efforts of our employees and stakeholders, particularly in areas such as green chemistry innovations, resource and utility efficiency, waste minimization, and responsible supplier engagement.

Looking ahead, our operational sustainability roadmap is clearly defined and anchored in practical execution. We aim to expand the adoption of greener synthetic routes and transition further toward renewable energy sources. At the same time, we are deepening collaboration with our suppliers to align on measurable ESG performance criteria. Our focus also remains strong on reducing process-related waste and emissions across all manufacturing sites. To ensure sustained improvement and transparency, we are enhancing our internal capabilities through data-driven performance tracking and robust preparedness for third-party sustainability audits.

For us, sustainability is not a checklist—it is a continuous pursuit of meaningful impact. As we grow, we remain committed to driving scalable and science-led sustainability practices across our value chain. Together with our dedicated teams and responsible partners, we are shaping a future where every API we manufacture supports not just patient health—but also planetary health.

> A target without a measurement system is an opinion. This year we built the measurement system



MR. CHIRAG AMIN

HEAD HUMAN RESOURCE

Message from the Chief Human Resource Officer

Our Sustainability Head's Perspective

> At Ami Lifesciences, we believe that people are the driving force behind sustainable business success. With over 21 years of experience in strategic human resource management across pharmaceutical, manufacturing, EPC, and multinational organizations including Perfect Day Inc., Gerresheimer, Ami Lifesciences, TBEA Energy, Voith Siemens, and IPCA Group, I bring a strong focus on building high-performing teams, fostering an inclusive workplace, and driving organizational excellence. My approach integrates talent, culture, and leadership development to create an agile workforce that supports business growth while promoting employee well-being, engagement, and long-term sustainability.

Head of Human Resources Message

We are building a culture where sustainability is lived daily, each moment and just not a piece of document. During FY 2024-25, we enhanced our learning and development programs, embedding critical themes such as ESG awareness, greener chemistry, industrial safety, and data-driven decision-making.

Our HR-led cross-functional engagement models encourage collaboration across R&D, Operations, EHS, and Supply Chain—ensuring every team understands its role in achieving our shared sustainability outcomes. We also strengthened grievance redressal and remediation mechanisms to promote a culture of transparency, trust, and psychological safety. These updates reflect our broader commitment to aligning people practices with global sustainability standards.

True transformation happens when employees not only understand the 'what' but also connect deeply with the 'why' behind sustainability. Our actions have been focused to cultivate a workplace where every employee is a catalyst for ESG impact. With the right culture, the right systems, and the right mindset, we're not just supporting our sustainability journey—we are making it impactfully irreversible.

> No policy has ever prevented an incident. People prevent incidents. Systems make it easier for them to do so.

Why Sustainability Matters to AMI

Responsible API manufacturing

At AMI Lifesciences, sustainability is closely connected with how we design processes, manufacture pharmaceutical intermediates and APIs and create long-term value for our customers and stakeholders. As a science-led, customer-centric API manufacturer, we recognise that responsible manufacturing requires more than meeting regulatory requirements. It requires disciplined management of resources, environmental impacts, product quality, workplace safety, ethical conduct and supply-chain responsibilities.

Our approach is grounded in the belief that manufacturing excellence and sustainability must progress together. Decisions made across the API manufacturing lifecycle, from raw material sourcing and process development to production, quality assurance, waste management and customer delivery, can influence resource consumption, environmental performance, operational resilience and stakeholder trust.

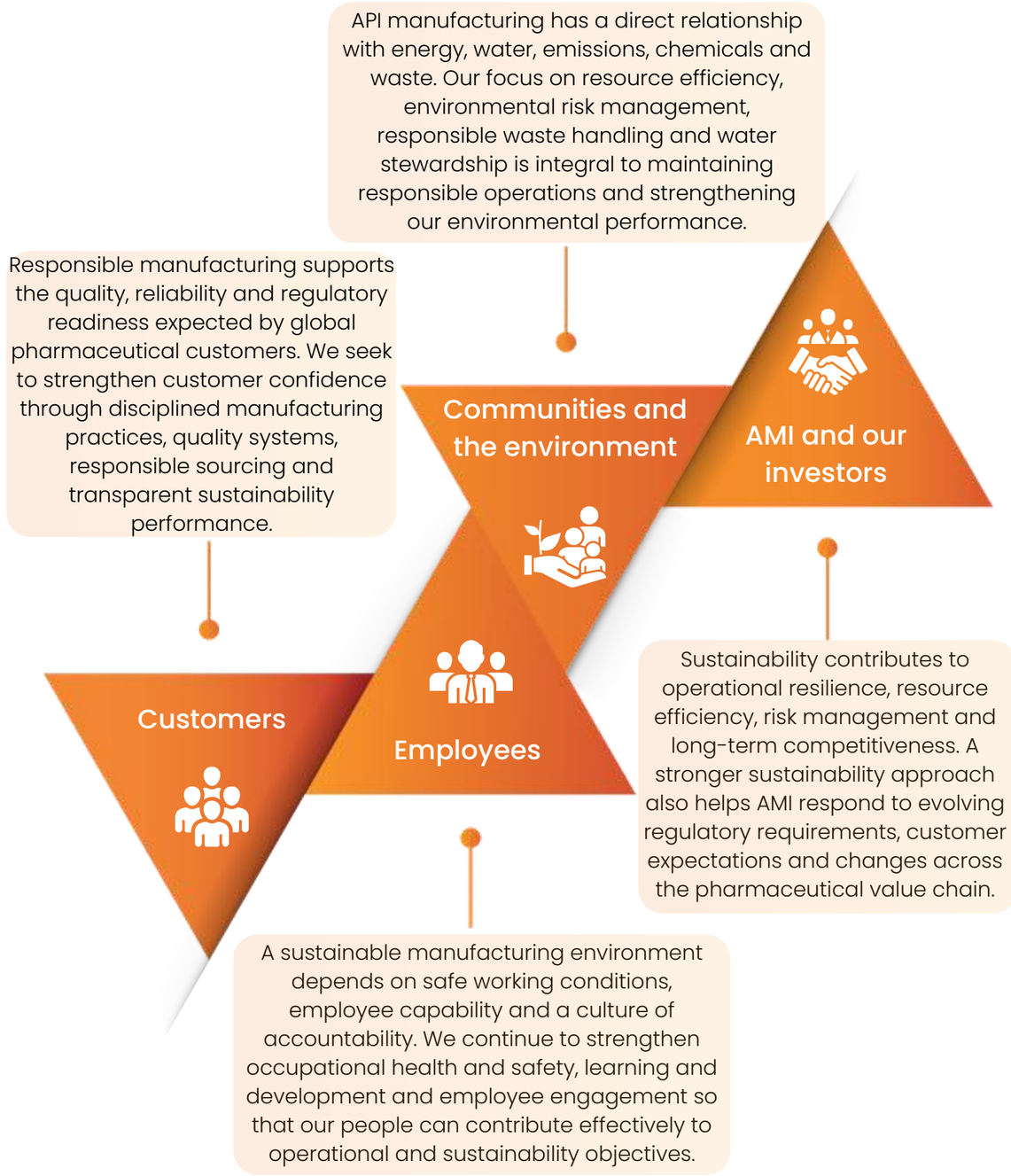
Sustainability through manufacturing excellence

Responsible API manufacturing begins with the way processes are designed and operated. We seek to strengthen resource efficiency through initiatives such as energy management, renewable energy adoption, water stewardship, waste minimisation and recovery practices. Our FY 2024–25 sustainability disclosures highlighted areas including green chemistry, solvent recovery, energy-efficient operations and responsible waste management as part of our broader approach to sustainable manufacturing.

Sustainability is also closely linked with quality and regulatory excellence. Consistent processes, effective controls, responsible chemical management and robust environmental and safety practices support the operational discipline required in pharmaceutical manufacturing. Our materiality assessment recognises product quality and safety, customer health and safety and regulatory compliance as important areas of business and stakeholder relevance.



Creating value for our stakeholders



From responsible manufacturing to long-term value

For AMI, sustainability is not a separate programme from the business. It is an integral part of how we seek to strengthen manufacturing excellence, manage risks and create enduring value.

- Responsible chemistry
- Resource efficiency
- Manufacturing excellence
- Quality & compliance
- Customer trust
- Long-term value

As we progress, our focus remains on translating sustainability priorities into measurable performance, strengthening accountability across the organisation and working collaboratively with our employees, customers, suppliers and other stakeholders.

Through this approach, AMI aims to advance responsible API manufacturing while supporting resilient business growth and the evolving needs of the global pharmaceutical industry.



AMI at a Glance

Advancing pharmaceutical manufacturing through science, quality and responsible growth

AMI Lifesciences is a pure-play manufacturer of Active Pharmaceutical Ingredients (APIs) and pharmaceutical intermediates, serving regulated and semi-regulated markets across the world. With fully backward-integrated manufacturing, strong research and development capabilities and internationally recognised quality and regulatory systems, we develop and manufacture pharmaceutical ingredients that support global healthcare needs.

Our business is built on scientific excellence, manufacturing discipline and long-term customer partnerships, with sustainability increasingly integrated into the way we design processes, manage resources and create value across the pharmaceutical value chain.

- **Founded** 1997
- **AMI Lifesciences established** 2006
- **Manufacturing facility** Karakhadi, Vadodara, Gujarat
- **Global presence** 60+ countries served
- **Regulatory approvals** USFDA, EU-GMP, WHO-GMP, CEP and other global approvals
- **R&D and pilot capabilities** In-house R&D and pilot plant
- **Manufacturing model** Fully backward integrated
- **Sustainability recognition** EcoVadis Platinum (Top 1%)



Business profile

AMI Lifesciences develops and manufactures pharmaceutical intermediates and Active Pharmaceutical Ingredients for global pharmaceutical companies. Our integrated manufacturing model provides greater control over quality, process efficiency, regulatory compliance and supply reliability. With a strong focus on research, process development and manufacturing excellence, we support customers across multiple therapeutic segments and international markets.

Our approach combines innovation, operational discipline and responsible manufacturing, enabling us to strengthen customer trust, improve resource efficiency and build long-term business resilience.

Vision

To become a trusted global pharmaceutical manufacturing partner, delivering quality, innovation and sustainable value creation.

Mission

To develop and manufacture high-quality APIs and pharmaceutical intermediates through scientific innovation, manufacturing excellence, responsible operations and long-term customer partnerships.

Our values

Integrity
Acting with ethics, transparency and accountability in everything we do.

Excellence
Pursuing quality, precision and continuous improvement across our operations.

Innovation
Advancing scientific capabilities and process innovation to create long-term value.

Responsibility
Embedding safety, sustainability and responsible manufacturing into our business decisions.

ecovadis Journey



2022-23



2023-24



2024-25



Our growth journey

1997
Company established

2002
Acquired Sunscope Laboratories

2006
Renamed as Ami Lifesciences Pvt. Ltd.

2007
Achieved WHO-GMP certification

2012
Received first Certificate of Suitability (CEP)

2014
Approved by Korea MFDS

2015
Approved by COFEPRIS, Mexico

2016
Attained EU-GMP certification

2020
Tripled manufacturing capacity

2021
Inaugurated the new R&D centre

2023
Recorded the highest number of USDMF filings in the Company's history

2024
Audited by USFDA, MFDS and ANVISA and awarded the EcoVadis Gold Medal

2025
EcoVadis Platinum recognition



Business Model and Value Creation Framework

Creating sustainable value through responsible API manufacturing

AMI Lifesciences creates value by transforming scientific expertise, manufacturing capability and responsible operational practices into high-quality pharmaceutical ingredients that support global healthcare needs. Our business model is built on backward integration, research and development, manufacturing excellence, quality systems and regulatory compliance, enabling us to create long-term value for customers, employees, communities and shareholders.

Sustainability is integrated across every stage of our value chain. Responsible chemistry, efficient resource management, operational discipline and strong governance are not separate initiatives; they are fundamental to the way we develop, manufacture and deliver pharmaceutical products. This integrated approach strengthens product quality, supply reliability, environmental performance and long-term business resilience.

ESG integration and sustainable value

Our value creation framework is directly linked to our material ESG priorities. Resource efficiency strengthens manufacturing performance, quality systems reinforce customer trust, employee capability supports operational excellence and responsible governance enhances long-term resilience.

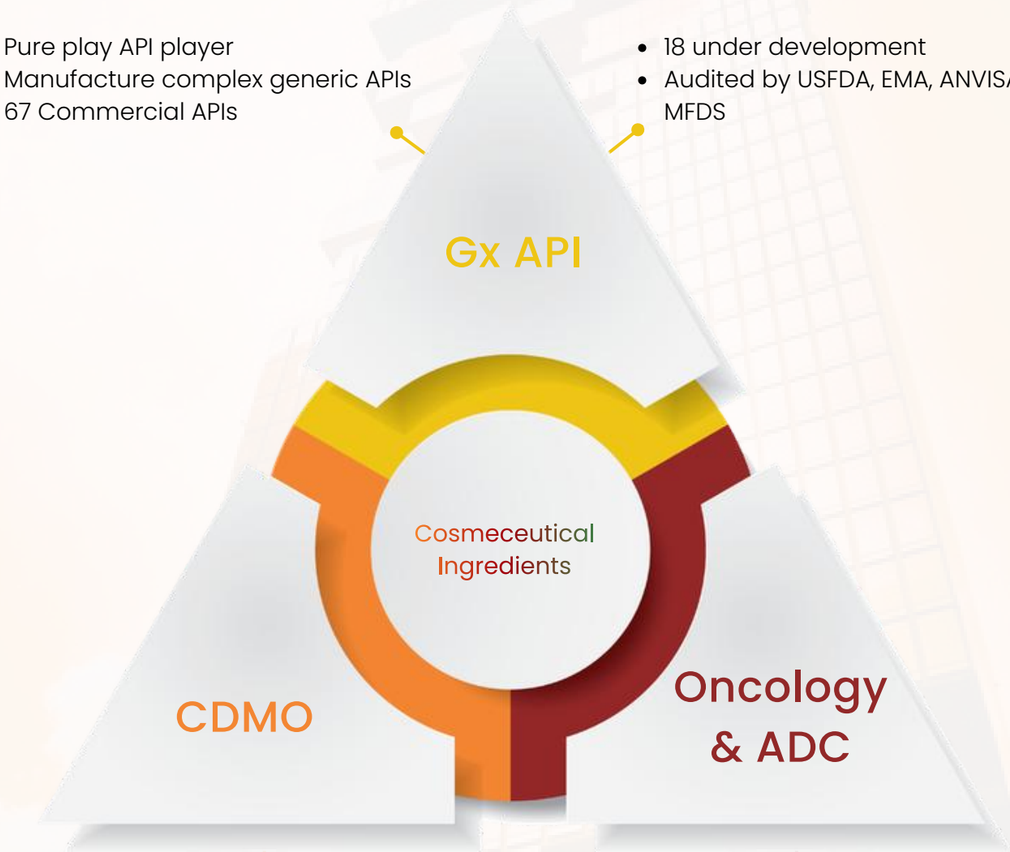
Value pillar	Key ESG priorities	SDG contribution
Customer value	Product quality, responsible manufacturing, innovation	3, 9, 12
Environmental value	Climate action, energy, water, waste and circularity	6, 7, 12, 13
Social value	Health and safety, human capital, diversity and communities	3, 5, 8
Economic value	Governance, compliance, resilience and sustainable growth	8, 9, 16



Business Verticals & Milestones

- Pure play API player
- Manufacture complex generic APIs
- 67 Commercial APIs

- 18 under development
- Audited by USFDA, EMA, ANVISA, MFDS



- Global standard facility for API manufacturing
- Multipurpose plants capable to handle complex reactions
- From gms to Multi Tons scale production capacity
- Cost effective solution with global quality standard

- OEB 5 lab
- Dedicated team of experienced scientists
- Able to supply GLP & GMP qty from lab for clinical phase trails; 50-100 gm scale
- Development of Robust process with technology transfer services

Global Manufacturing and Customer Footprint

Serving global pharmaceutical markets through quality, compliance and responsible manufacturing

AMI Lifesciences has built its global presence by combining manufacturing excellence, regulatory compliance and responsible operational practices. From our integrated manufacturing base in Vadodara, Gujarat, we supply pharmaceutical intermediates and Active Pharmaceutical Ingredients to customers across regulated and international markets. Our global footprint reflects the strength of our quality systems, technical capabilities and long-term customer relationships, enabling us to serve pharmaceutical companies with consistency, reliability and compliance.

Manufacturing capability

- Integrated API and pharmaceutical intermediate manufacturing
- Backward-integrated production processes
- In-house R&D and process development
- Pilot plant for scale-up and technology transfer
- Quality assurance and regulatory compliance systems
- Export-oriented manufacturing operations



Our global footprint



Manufacturing base

Karakhadi, Vadodara, Gujarat, India

Corporate and commercial presence

Mumbai, Maharashtra

Export regions

North America, Europe, Latin America, Asia-Pacific, Middle East, Africa

Our manufacturing platform is supported by backward integration, in-house research and development, pilot-scale process development and internationally recognised quality systems, enabling us to serve global pharmaceutical customers with reliable and compliant manufacturing solutions.

Partnering with global pharmaceutical markets

Global customer partnerships
Long-term customer relationships supported by process development expertise, technical collaboration, quality consistency and dependable supply performance across international markets.

Regulatory market access
Our manufacturing systems support access to regulated pharmaceutical markets through internationally recognised approvals and compliance frameworks, including USFDA, EU-GMP, WHO-GMP, CEP, MFDS Korea, ANVISA Brazil and COFEPRIS Mexico.

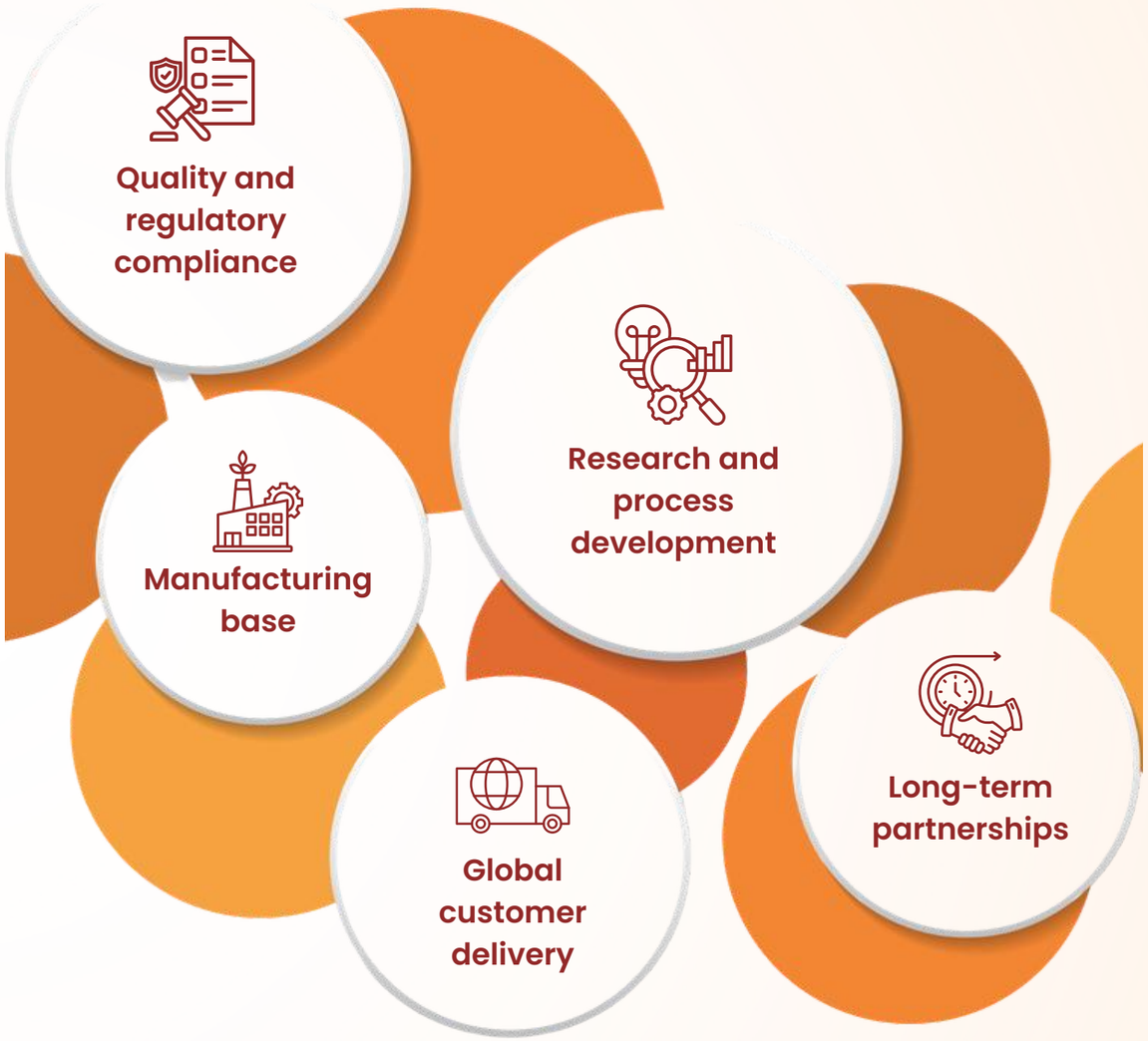
Supply chain resilience
Our backward-integrated model strengthens supply security, process control and quality assurance. Greater control over critical manufacturing stages enhances operational resilience and long-term customer reliability.

Responsible global manufacturing
Our international growth strategy is supported by responsible practices focused on resource efficiency, environmental stewardship, worker safety, ethical business conduct and regulatory compliance.

Global reach dashboard

60+ Countries served	**1** Manufacturing facilities	**2** Corporate and commercial locations
6 Major export regions	**7** Global regulatory approvals	**EcoVadis Platinum** Sustainability recognition

From Vadodara to global pharmaceutical markets



This global footprint demonstrates how manufacturing excellence, regulatory credibility and responsible operations enable AMI Lifesciences to serve international pharmaceutical markets while creating long-term value through quality, compliance and sustainability.

Responsible Pharmaceutical Value Chain

Sustainability integrated across the pharmaceutical value chain

At AMI Lifesciences, sustainability is embedded across the entire pharmaceutical value chain, from responsible raw material sourcing and supplier engagement to manufacturing, quality assurance and customer delivery. Our approach recognises that environmental, social and governance performance is shaped not only by what happens within our manufacturing facility, but also by how we collaborate with suppliers, manage resources, maintain quality systems and support global pharmaceutical customers.

Our backward-integrated manufacturing model enables greater control over quality, process efficiency, regulatory compliance and responsible manufacturing practices, strengthening both operational resilience and long-term stakeholder value.

Our pharmaceutical value chain

Responsible raw material sourcing

We procure raw materials through quality-focused sourcing processes that emphasise supplier qualification, material traceability, responsible procurement practices and compliance with applicable regulatory and quality requirements.

Supplier management

Our supplier engagement approach focuses on quality audits, performance evaluation, responsible business expectations, long-term partnerships and alignment with our supplier code of conduct.

Research and process development

Our research and development activities support process optimisation, resource efficiency, responsible chemistry, innovation and continuous improvement in manufacturing performance.

API manufacturing

Manufacturing operations integrate backward integration, energy management, water stewardship, solvent recovery, waste management, emissions management and occupational health and safety.

Quality assurance and regulatory compliance

Comprehensive quality systems, laboratory testing, documentation controls and compliance with global regulatory standards ensure product integrity, traceability and manufacturing excellence.

Packaging and logistics

Products are delivered through compliant packaging, safe transportation practices, supply reliability and coordinated logistics management supporting international customer requirements.

Global pharmaceutical customers

We support pharmaceutical companies through technical collaboration, product quality, regulatory compliance and reliable supply relationships across global markets.

End-use pharmaceutical companies

Our APIs and pharmaceutical intermediates contribute to the development and manufacture of medicines supplied across international healthcare markets.

ESG integration across the value chain

Sustainability priorities are integrated across each stage of the value chain to manage risks, improve operational performance and create long-term stakeholder value.

Value chain stage	ESG priorities
Raw material sourcing	Responsible sourcing, ethics and traceability
Supplier management	Supplier sustainability, quality and compliance
Research and development	Innovation, resource efficiency and responsible chemistry
API manufacturing	Energy, water, waste, emissions, circularity and safety
Quality and compliance	Product stewardship, quality and regulatory compliance
Packaging and logistics	Responsible operations and supply reliability
Customers	Transparency, partnership and long-term value creation

Responsible value chain management

Responsible sourcing
We strengthen supply chain resilience through supplier qualification, quality standards, ethical procurement practices and responsible sourcing expectations across our supplier network.

Resource-efficient manufacturing
Energy efficiency, renewable energy, water conservation, solvent recovery and waste reduction are integrated into our manufacturing operations to improve environmental performance while supporting operational excellence.

Quality and regulatory excellence
Quality systems and sustainability performance reinforce each other by improving process control, product integrity, compliance performance and customer confidence.

Innovation and responsible chemistry
Process development focuses on improving manufacturing efficiency, reducing resource intensity and advancing responsible chemistry practices that support both environmental performance and product quality.

Customer partnership and trust
Global pharmaceutical customers increasingly evaluate suppliers on quality, regulatory compliance, environmental performance, responsible manufacturing and transparency. Our integrated value chain approach supports reliable supply, technical collaboration and long-term partnerships.

Our value chain commitments

Responsible sourcing

Supplier qualification, ethical procurement, traceability and responsible supplier engagement.

Responsible manufacturing

Energy efficiency, water stewardship, waste management, emissions reduction, solvent recovery and occupational safety.

Responsible quality

GMP compliance, regulatory excellence, product integrity, quality assurance and continuous improvement.

Responsible partnership

Customer collaboration, technical support, transparency, supply reliability and long-term value creation.



Certifications, Memberships and Recognitions

Standards that reinforce quality, compliance and responsible manufacturing

Internationally recognised certifications, regulatory approvals and sustainability recognitions form the foundation of AMI Lifesciences' operational discipline. They reflect the systems, governance practices and manufacturing standards that support product quality, regulatory compliance, responsible operations and long-term stakeholder confidence.

Rather than representing isolated achievements, these recognitions demonstrate the standards through which we manufacture, manage quality, protect the environment and serve global pharmaceutical markets.

Quality and manufacturing excellence

Our manufacturing operations are supported by internationally recognised quality, environmental, occupational health and energy management systems.

- Good Manufacturing Practices for pharmaceutical manufacturing
- Environmental management and operational performance
- European regulatory recognition for pharmaceutical substances
- Compliance with international pharmaceutical quality standards
- Occupational health and safety management
- Information Security Management System is ISO 27001
- Manufacturing compliance for European pharmaceutical markets
- Energy management and resource efficiency
- Quality management and continuous improvement

Global regulatory credibility

Global regulatory credibility

Our regulatory approvals enable access to regulated pharmaceutical markets and demonstrate compliance with international manufacturing and quality requirements.

USFDA

EU-GMP

WHO-GMP

MFDS Korea

CEP

ANVISA Brazil

COFEPRIS Mexico

Sustainability and governance leadership

Our sustainability commitments reflect the integration of environmental, social and governance considerations into our business operations and value chain.

Recognition among the top-performing companies assessed globally for sustainability performance

Alignment with responsible supply chain and sustainability practices across the pharmaceutical industry

Commitment to internationally recognised principles on human rights, labour, environment and ethics

Commitment to science-based targets for greenhouse gas emissions reduction in line with climate science

Industry recognition

Our certifications and sustainability recognitions strengthen customer confidence, support regulatory readiness and reinforce our commitment to responsible manufacturing. They provide independent validation of the systems that underpin quality, operational excellence and sustainable business practices.



Stakeholder Engagement

1. Stakeholder Engagement

At Ami Lifesciences, sustainability is driven by collaboration, transparency and shared responsibility. As a science-led, purpose-driven active pharmaceutical ingredient (API) manufacturer, we recognise that meaningful engagement with stakeholders is essential to building trust, strengthening business resilience and creating long-term value.

Our stakeholders include regulatory authorities, investors, employees, customers, suppliers, local communities and academic and industry networks. Their perspectives help inform our business decisions, sustainability priorities and approach to responsible growth.

Stakeholder engagement is an ongoing process through which we understand expectations, address concerns and identify opportunities to improve our environmental, social and governance (ESG) performance.

2. Our Approach to Stakeholder Engagement

We follow a four-stage engagement framework to encourage transparency, inclusion and continuous improvement.



Discover
Identify and map stakeholders according to their influence, impact and relevance to our ESG priorities.



Understand
Engage stakeholders through surveys, consultations, interviews and digital communication platforms to understand their expectations and concerns.



Integrate
Incorporate stakeholder insights into our sustainability strategy, risk management processes and reporting practices.



Respond
Address stakeholder feedback through appropriate actions and communicate our responses transparently.

This framework helps integrate stakeholder perspectives into areas such as product development, environmental management, compliance and community development.

3. Key Stakeholder Engagement Matrix

The following matrix outlines our principal stakeholder groups, the channels through which we engage with them, their key expectations and our corresponding strategic responses. The existing engagement practices and responses from FY 2024-25 are retained, with revised wording for FY 2025-26.

Employees

Engagement channels

- Town halls and employee
- communication forums.
- Anahata Wellness initiatives.
- CHRO Connect.
- Learning portals and listening tours.

Key concerns and expectations
Health and safety, career growth, inclusive workplaces and work-life balance.

Our strategic response
We support employee well-being through expanded mental health support and safety training. Inclusive hiring practices, the Arjan and Anant awards for recognition and mid-year and 360-degree feedback systems support employee engagement, recognition and performance improvement.

Customers

Engagement channels

- ESG client surveys.
- Research and Development (R&D) collaborations.
- Life Cycle Assessments (LCAs) and Product Carbon Footprint (PCF) assessments.
- Global roundtables.

Key concerns and expectations
Product quality, speed to market, regulatory compliance and ESG disclosures.

Our strategic response
We focus on improving on-time-in-full (OTIF) performance and strengthening ESG reporting. LCAs for key products and environmental declarations support greater transparency regarding product-related environmental considerations and responsible sourcing.

Suppliers and Vendors

Engagement channels

- Supplier labs and ESG onboarding.
- Training on anti-bribery, anti-corruption and ethical business practices.
- Sustainable Procurement Policy.

Key concerns and expectations
Ethical business conduct, timely payments and alignment with ESG expectations.

Our strategic response
Digitised supplier scorecards and sustainability onboarding programmes support supplier assessment and engagement. Risk-based audits and grievance mechanisms help identify and address concerns across our supplier relationships.

Local Communities

Engagement channels

- Corporate Social Responsibility (CSR) interactions.
- Skill development programmes.
- Youth employment initiatives.
- Education initiatives.

Key concerns and expectations
Employment opportunities, healthcare, education and environmental protection.

Our strategic response
We support local hiring and education for tribal youth, alongside community nutrition and tree plantation initiatives, to contribute to local development and environmental awareness.

Regulators and Authorities

Engagement channels

- Compliance Management System (CMS) platform.
- Regulatory audits.
- Meetings with the Ministry of Environment, Forest and Climate Change (MoEFCC) and State Pollution Control Boards (SPCBs).
- Green chemistry consultations.

Key concerns and expectations
Proactive disclosures, regulatory compliance and the prevention of violations.

Our strategic response
Our compliance approach includes maintaining approvals from the US Food and Drug Administration (USFDA), European Union Good Manufacturing Practice (EU-GMP), World Health Organization Good Manufacturing Practice (WHO-GMP) and the Central Pollution Control Board (CPCB), as reported in the previous reporting period. Digital legal monitoring, internal audit schedules and an internal compliance cell support regulatory oversight.

Investors and Financial Institutions

Engagement channels

- Sustainability reports.
- ESG scorecards.
- Quarterly analyst calls.
- Investor meetings.

Key concerns and expectations
Return on investment, transparency, ethical governance and a clear ESG strategy.

Our strategic response
Our approach includes maintaining the EcoVadis Gold recognition, strengthening alignment with the Science Based Targets initiative (SBTi) and implementing governance structures with Board oversight of ESG metrics.

Academic and Industry Networks

Engagement channels

- Pharmaceutical roundtables.
- Green chemistry research consortia.
- Innovation showcases.

Key concerns and expectations
Knowledge sharing, sustainability-driven innovation and thought leadership.

Our strategic response
Collaboration with global thought leaders supports knowledge development and industry engagement. Co-authored white papers and Green Molecule symposiums provide platforms for exchanging ideas with industry peers and start-ups.

4. Empowering Stakeholders through ESG Audits and Support

At Ami Lifesciences, stakeholder engagement extends beyond communication to structured assessment, collaboration and support. ESG audits and stakeholder assessments help strengthen awareness of sustainability expectations and encourage shared responsibility for ESG performance.

Purpose

Our approach aims to:

Enhance transparency:

Provide clear and accurate information on ESG practices and impacts.

Strengthen accountability:

Support adherence to relevant ESG standards across departments and projects.

Promote continuous improvement:

Identify improvement opportunities and encourage collaborative action.

Process

ESG audits: Assess adherence to relevant ESG standards across departments and projects.
Stakeholder assessments: Gather stakeholder perspectives through surveys and structured assessments.
Reporting and recognition: Communicate audit and assessment outcomes transparently and recognise suppliers demonstrating strong performance across ESG areas through certificates.

Benefits

- Stronger stakeholder relationships through improved understanding and collaboration.
- Better identification of ESG performance gaps and opportunities for improvement.
- More informed decision-making based on stakeholder insights.

Future priorities

The existing priorities for strengthening this initiative are to:

- Expand audit coverage to include a broader range of ESG factors and stakeholders.
- Increase the frequency of assessments to support alignment with ESG objectives.
- Use technology to improve tracking, analysis and impact reporting.

5. Online ESG Support

We recognise the importance of providing stakeholders with accessible information and guidance on ESG-related matters. Our online ESG support platform is intended to facilitate engagement and help stakeholders access relevant resources.

The support mechanisms include:

- Dedicated webpage: Access to updated resources, guidance and tools related to sustainable practices.
- Expert assistance: Access to ESG specialists for tailored guidance.
- Multiple communication channels: Email, telephone and portal-based communication to facilitate interaction and responsiveness.

These channels complement our broader engagement framework by providing stakeholders with avenues to seek information and assistance on sustainability-related matters.

6. Public Hearings: Strengthening Community Voices

We recognise the importance of involving local communities and other relevant stakeholders in discussions concerning project expansions and new initiatives. Public hearings provide an opportunity to share project information, receive feedback and consider stakeholder perspectives during planning and decision-making.

Purpose of Public Hearings

- Ensure transparency: Communicate project details openly and gather stakeholder feedback.
- Meet regulatory requirements: Engage with local authorities and communities in accordance with applicable legal requirements.
- Strengthen engagement: Build trust by involving stakeholders in planning and decision-making.

Process

- Notification: Inform stakeholders in advance through appropriate communication channels.
- Conduct: Facilitate open discussions and ensure that stakeholder views are heard and documented.
- Documentation: Consider the feedback received in project planning and implementation.

The previous report records a public hearing held on 1 October 2014 concerning community and environmental aspects of expansion plans. It also states that further expansion would not proceed without stakeholder input. Editorial note for FY 2025-26: The date and historical statement have been retained from the source. Confirm whether any public hearings were conducted during FY 2025-26 before adding claims about current-year activities.

Materiality Assessment

Materiality Assessment

At Ami Lifesciences Private Limited, identifying and managing material Environmental, Social and Governance (ESG) topics is an important part of our sustainability approach. For FY 2025-26, we continue to use the materiality assessment established in FY 2024-25, retaining the existing material topics and their prioritisation.

The assessment provides a structured basis for understanding stakeholder expectations, considering business risks and opportunities and directing attention towards sustainability matters relevant to our operations and long-term value creation.

Our approach continues to draw on the GRI Universal Standards 2021, stakeholder engagement and our enterprise risk management and ESG strategy frameworks.

Identification and Prioritisation of Material Topics (GRI 3-1 and GRI 3-2)

Material topics were identified and prioritised based on the following considerations:

Stakeholder relevance: Expectations and concerns identified through stakeholder engagement.

Business significance: Potential implications for financial performance, environmental and social outcomes and corporate reputation.

Risks and opportunities: Issues identified through enterprise risk management and ESG strategy frameworks.

The existing assessment comprises 25 material topics across the Environmental, Social and Governance dimensions. Their relative positioning is retained in the materiality matrix, which considers stakeholder concern and business impact.



Material Topics

The following 25 topics continue to form the basis of the materiality assessment for FY 2025-26.



1. Energy Efficiency & GHG Emissions
2. Water Stewardship
3. Air Pollution & Emissions Control
4. Biodiversity & Greenbelt Development
5. Waste Management and Product End-of-Life Management
6. Product Quality and Safety
7. Customer Health & Safety
8. Research and Development
9. Regulatory Compliance



10. Employee Health & Safety
11. Discrimination, Harassment & Diversity
12. Child Labour, Forced Labour & Human Trafficking
13. Career Development, Training & Retention
14. Working Conditions & Labour Practices
15. Freedom of Association
16. Stakeholder Engagement
17. Corporate Social Responsibility



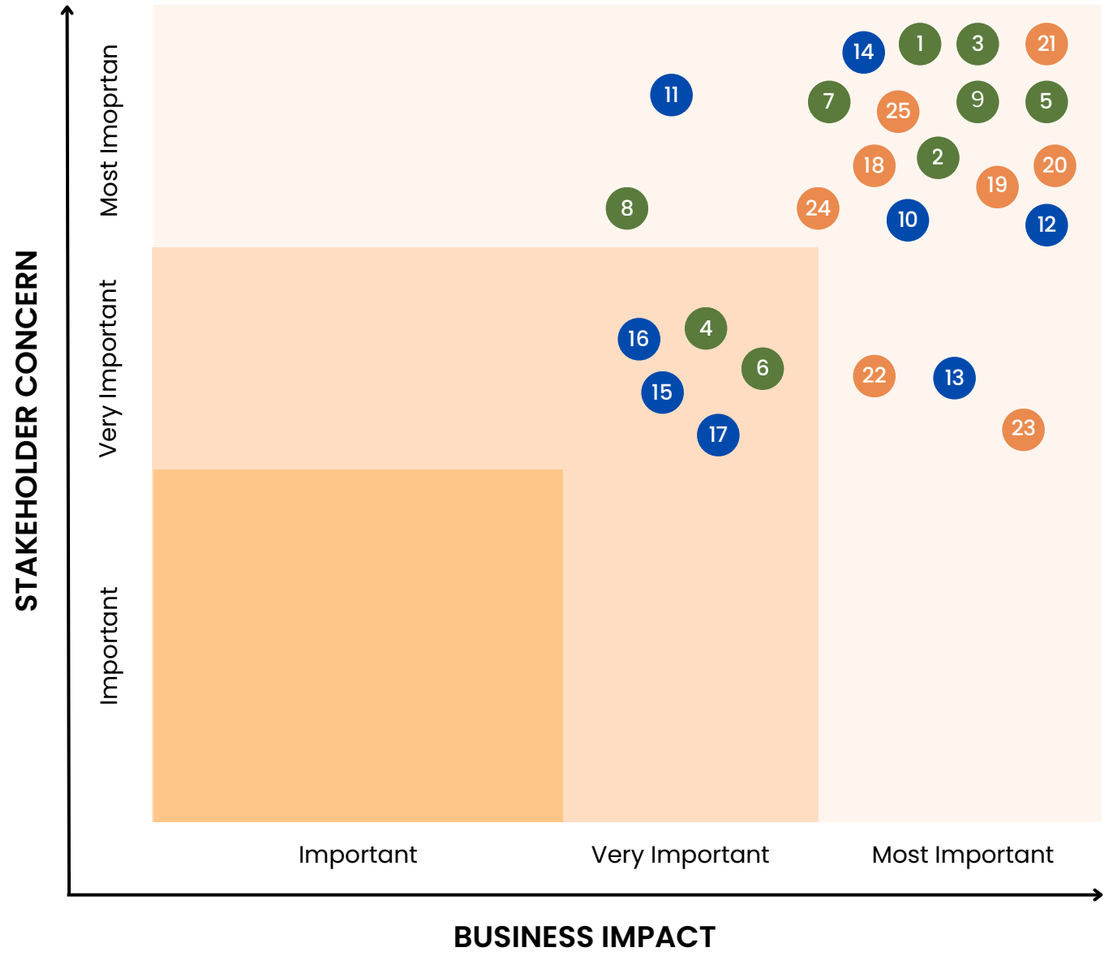
18. Supply Chain Sustainability & Transparency
19. Ethical Business Practices
20. Anti-Corruption
21. Data Security & IT Compliance
22. Financial Performance
23. Intellectual Property Protection
24. Product Portfolio Diversity
25. Crisis Management

Materiality Matrix

The materiality matrix illustrates the relationship between stakeholder concern and business impact. Both dimensions are classified into three levels: Important, Very Important and Most Important.

The FY 2025-26 report will retain the existing matrix and the relative positioning of all 25 material topics from FY 2024-25. This preserves continuity in the presentation of the Company's sustainability priorities.

Design instruction: Carry forward the existing materiality matrix without changing the topic numbers, plotted positions, axis labels or priority classifications.



UN SDG Alignment and Management Approach to Material Topics

Ami Lifesciences aligns its sustainability approach with relevant United Nations Sustainable Development Goals (UN SDGs). Each material topic is considered in relation to its associated risks, management measures and relevant SDGs.

The following tables retain the management approaches, key risks and SDG mappings presented in the FY 2024-25 report, with revised wording for FY 2025-26.

Environmental material topics

Material topic	Key risks	Management approach and mitigation strategy	UN SDGs supported
Energy Efficiency & GHG Emissions	Increasing emissions, energy price volatility and regulatory penalties.	Expand renewable energy sourcing through solar installations and green grid connections. Improve energy efficiency through process optimisation and automation. Conduct regular third-party energy audits and monitor energy performance. Maintain the ISO 50001-certified energy management system.	
Water Stewardship	Water scarcity, effluent discharge non-compliance and community conflict.	Maintain Zero Liquid Discharge (ZLD) systems. Strengthen rainwater harvesting and recharge capacity. Upgrade effluent treatment plants with reverse osmosis (RO)-based reuse and metering systems.	
Air Pollution & Emissions Control	Non-compliance with air quality standards and associated occupational health risks.	Use Online Continuous Emission Monitoring Systems (OCEMS), low-NOx burners and cleaner fuels. Maintain compliance with Gujarat Pollution Control Board (GPCB) requirements and applicable air permits.	
Biodiversity & Greenbelt Development	Habitat degradation and potential community resistance.	Promote native tree plantations and greenbelt development. Encourage employee-led biodiversity awareness initiatives and incorporate biodiversity considerations into site expansion plans.	
Waste Management and Product End-of-Life Management	Hazardous waste generation and increasing disposal costs.	Promote circular economy practices through solvent recovery, co-processing and in-plant reuse. Provide waste segregation training and ensure responsible vendor selection.	
Product Quality and Safety	Product recalls, regulatory penalties and customer dissatisfaction.	Conduct regular quality audits and inspections. Continuously improve manufacturing processes and train employees on applicable quality standards and procedures.	
Customer Health & Safety	Product recalls, potential consumer harm and regulatory penalties.	Conduct comprehensive product testing and quality checks. Circulate Material Safety Data Sheets (MSDS) and maintain appropriate packaging and labelling practices.	
Research and Development	Innovation delays, reduced market competitiveness and intellectual property risks.	Allocate adequate resources to R&D activities. Monitor progress against defined milestones and protect intellectual property through patents and copyrights.	
Regulatory Compliance	Regulatory penalties, operational shutdowns and reputational damage.	Conduct regular compliance audits and reviews. Maintain a dedicated compliance team and automated monitoring systems. Train employees on applicable legislation and regulatory updates.	

Social material topics

Material topic	Key risks	Management approach and mitigation strategy	UN SDGs supported
Employee Health & Safety	Workplace accidents, absenteeism and legal non-compliance.	Implement Behaviour-Based Safety (BBS) programmes. Provide personal protective equipment (PPE) and monitor its use. Conduct regular safety drills and occupational health screenings.	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH
Discrimination, Harassment & Diversity	Employee attrition, reduced morale and legal liabilities.	Implement the Prevention of Sexual Harassment (PoSH) policy through Internal Committees. Maintain a Diversity, Equity and Inclusion (DE&I) Council and conduct gender sensitisation and bias awareness training.	5 GENDER EQUALITY; 10 REDUCED INEQUALITIES
Child Labour, Forced Labour & Human Trafficking	Legal non-compliance and loss of customer trust.	Maintain a Supplier Code of Conduct incorporating child and forced labour provisions. Conduct unannounced audits and background checks, and provide anonymous grievance channels.	8 DECENT WORK AND ECONOMIC GROWTH; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Career Development, Training & Retention	Talent attrition and gaps between employee skills and business requirements.	Use Learning Management Systems (LMS) to support employee development. Implement Individual Development Plans (IDPs) and mentorship programmes. Use analytics to monitor learning outcomes and retention.	4 QUALITY EDUCATION; 8 DECENT WORK AND ECONOMIC GROWTH
Working Conditions & Labour Practices	Poor retention, reputational damage and labour disputes.	Benchmark wages and benefits regularly. Maintain transparent grievance redressal mechanisms and provide flexible work policies and appropriate employee support measures.	8 DECENT WORK AND ECONOMIC GROWTH
Freedom of Association	Employee dissatisfaction and potential workplace unrest.	Support employee councils and unions. Encourage regular dialogue between employees and management and comply with applicable national labour laws and labour rights.	8 DECENT WORK AND ECONOMIC GROWTH; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Stakeholder Engagement	Loss of trust and ineffective communication.	Maintain multi-stakeholder forums and feedback channels. Communicate through public disclosures and sustainability reports, and conduct community outreach programmes.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS; 17 PARTNERSHIPS FOR THE GOALS
Corporate Social Responsibility	Community conflict and a weakened social licence to operate.	Support local development through healthcare, education and skill development initiatives. Collaborate with non-governmental organisations (NGOs) and local authorities to address community needs.	1 NO POVERTY; 4 QUALITY EDUCATION; 11 SUSTAINABLE CITIES AND COMMUNITIES

Governance material topics

Material topic	Key risks	Management approach and mitigation strategy	UN SDGs supported
Supply Chain Sustainability & Transparency	Procurement disruptions, reputational risks and ESG violations across the supply chain.	Apply ESG scorecards and supplier due diligence. Conduct annual audits, track corrective and preventive actions (CAPA) and provide suppliers with ESG training.	8 DECENT WORK AND ECONOMIC GROWTH; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 17 PARTNERSHIPS FOR THE GOALS

Material topic	Key risks	Management approach and mitigation strategy	UN SDGs supported
Ethical Business Practices	Corruption and loss of stakeholder trust.	Implement the Code of Conduct and Anti-Bribery and Anti-Corruption (ABAC) policy. Conduct employee training, maintain whistleblower channels and apply appropriate monitoring and disciplinary mechanisms.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Anti-Corruption	Bribery, fraud and associated legal consequences.	Conduct anti-corruption training and maintain internal controls. Undertake risk assessments and require appropriate conflict-of-interest disclosures.	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Data Security & IT Compliance	Cyberattacks, fraud and regulatory scrutiny.	Maintain an Information Security Management System (ISMS) aligned with ISO 27001 principles. Apply role-based access controls and monitoring mechanisms, and provide employee data security training.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Financial Performance	Investor dissatisfaction and resource constraints.	Apply strategic cost controls and reinvestment practices. Monitor performance through a balanced scorecard and provide quarterly financial disclosures.	8 DECENT WORK AND ECONOMIC GROWTH
Intellectual Property Protection	Intellectual property theft and risks to innovation.	Protect intellectual property through patents and copyrights. Conduct internal IP awareness programmes and establish appropriate collaboration controls with external partners.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Product Portfolio Diversity	Dependence on a limited number of products and exposure to market volatility.	Use market intelligence and consumer research to guide portfolio decisions. Explore adjacent therapeutic areas and maintain agile innovation pipelines.	3 GOOD HEALTH AND WELL-BEING 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Material topic	Key risks	Management approach and mitigation strategy	UN SDGs supported
Intellectual Property Protection	Intellectual property theft and risks to innovation.	Protect intellectual property through patents and copyrights. Conduct internal IP awareness programmes and establish appropriate collaboration controls with external partners.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Product Portfolio Diversity	Dependence on a limited number of products and exposure to market volatility.	Use market intelligence and consumer research to guide portfolio decisions. Explore adjacent therapeutic areas and maintain agile innovation pipelines.	3 GOOD HEALTH AND WELL-BEING 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

| Crisis Management | Business continuity disruptions and stakeholder uncertainty. | Maintain crisis response and Business Continuity Planning (BCP) teams. Conduct scenario planning and simulation drills, and establish emergency communication systems. | 11 SUSTAINABLE CITIES AND COMMUNITIES
16 PEACE, JUSTICE AND STRONG INSTITUTIONS |



02

Governance



> Governance is the control environment within which every other claim in this report is made.



Governance

Governance at AMI Lifesciences provides the control environment within which every other claim in this report is made. As a manufacturer of Active Pharmaceutical Ingredients supplying regulated markets, the Company operates in a setting where its conduct is examined by parties other than itself. Customers are pharmaceutical companies whose own compliance obligations extend to the conduct of their suppliers. Regulators assess not only what is manufactured but how the manufacturer conducts its affairs. Assessment bodies and rating agencies review the adequacy of controls, not the sincerity of intentions. This chapter sets out the governance risks that are material to the business, the policies and accountabilities that address them, the controls through which those policies operate, the monitoring that tests whether the controls function, and the performance recorded during FY 2025–26. Where a control is not yet established, or where an indicator does not yet demonstrate what it might appear to demonstrate, this is stated.

Governance risks material to the business

Risk	How it arises in an API business
Bribery and corruption	Procurement of raw materials and services, engagement of agents and consultants, and interaction with regulatory and public authorities in the course of obtaining approvals
Undisclosed conflicts of interest	Supplier selection and customer dealings where personal interest may influence commercial judgement
Anti-competitive conduct	Commercial activity, pricing and participation in industry forums where competitors are present
Financial integrity	Cross-border payments and transactions with counterparties in multiple jurisdictions
Loss of confidential information	Custody of customer process and product information, Company intellectual property relating to API routes, and commercially sensitive data
Third-party conduct	Suppliers, vendors, contractors and consultants acting on behalf of the Company
Undetected misconduct	Concerns that are not raised because reporting channels are unavailable, not trusted or not understood

Zero	Zero	100%	100%
Confirmed corruption and fraud incidents	Data breach incidents	Workforce trained on business ethics	Operational sites under ethics risk assessment

Governance and ESG Leadership

Governance philosophy

AMI Lifesciences treats governance as an integral part of how the business operates. In API manufacturing, the disciplines that produce sound governance and those that produce reliable product are substantially the same, namely documented procedure, defined accountability, evidence retained at the point of action, and independent verification that requirements have been met. A business that can demonstrate batch traceability is equally able to demonstrate decision traceability, and customers increasingly expect both.

This connection is practical. Regulatory approvals for our products depend on the integrity of records, and customer qualification depends on the integrity of conduct. Both rest on the same control philosophy, and customers assess them together.

Governance framework

AMI Lifesciences operates a Corporate Governance Framework aligned with the Company's ESG principles, stakeholder expectations and internationally recognised standards, including ISO 37001 for anti-bribery management systems and ISO 27001 for information security management systems. The framework supports SDG 16 on peace, justice and strong institutions.

Accountability across three levels

Governance responsibility is separated into oversight, implementation and specialist review. This separation supports independent assurance, as the body that approves a policy is distinct from the body that operates it and from the body that monitors its performance.

BOARD OF DIRECTORS
Oversight. Sets vision, oversees strategy, approves policies and allocates resources. Receives reporting from the committee structure and provides oversight of whistleblower investigations.

SUSTAINABILITY STRATEGY MANAGEMENT TEAM
Implementation. Implements strategy, integrates sustainability into operations, manages risks and opportunities, establishes management systems, gathers and reports data, and communicates performance.

SUSTAINABILITY COMMITTEES
Specialist review. The ESG Committee and the Safety and Working Committee provide expertise and guidance, oversee defined ESG areas, recommend policies and strategies, monitor progress against goals and report to the Board.

Level	Accountable for	Does not hold
Board of Directors	Approval of policy, allocation of resources, oversight of strategy and of investigations arising from the whistleblower mechanism	Day-to-day operation of controls
Sustainability Strategy Management Team	Operating the management systems, data collection and reporting, and integration of ESG requirements into business processes	Approval of the policies it operates under
ESG Committee and Safety and Working Committee	Technical review, policy recommendation and monitoring of progress against goals; reporting upward to the Board	Executive authority over resource allocation

The ESG Committee comprises senior leadership together with cross-functional departmental heads, and steers the implementation, review and enforcement of governance practices across the Company. Cross-functional composition is deliberate, since the governance risks described in this chapter arise inside operating functions rather than inside a compliance department.

Governance committees and meeting cadence

Structured committee activity supports governance and operational oversight. The committees below operated at the frequencies shown in both reporting years.

Committee or forum	Purpose	Frequency	FY 2024–25	FY 2025–26
Board Meetings	Strategic review of business performance, compliance, governance and stakeholder matters	Quarterly, minimum four per year	4 meetings held	Conducted as scheduled
ESG Committee	Monitors and drives implementation of environmental, social and governance initiatives	Quarterly	Conducted as scheduled	Conducted as scheduled
Safety Committee	Reviews EHS performance, identifies hazards and implements corrective actions	Quarterly	Conducted as scheduled	Conducted as scheduled
Works Committee	Addresses worker-related issues, fosters collaboration between employees and management, and reviews workplace conditions	Quarterly	Conducted as scheduled	Conducted as scheduled
POSH Committee	Oversees implementation of the Prevention of Sexual Harassment policy and addresses complaints	As required, reviewed quarterly	Meetings held as required	Meetings held as required
Women's Committee	Promotes gender inclusion, workplace equity and women's welfare initiatives	Half-yearly	Conducted as scheduled	Conducted as scheduled
Monthly Review Meeting	Cross-functional forum tracking key performance indicators, targets and corrective actions	Monthly	Conducted every month	Conducted every month

The Monthly Review Meeting provides the most frequent review cycle within the governance structure. By tracking key performance indicators, targets and corrective actions across functions each month, it enables timely identification and resolution of matters arising between committee cycles.

Policy framework and approval

Policies are approved at Board level and communicated across the organisation. Each policy has an operating owner within the management structure.



Code of Conduct
- Standards of behaviour for all employees
- Signed by 100% of the workforce



Anti-Corruption and Bribery Policy
- Bribery, facilitation payments, kickbacks and coercive practices
- All employees and third parties acting for the Company



Whistleblower Policy
- Reporting of suspected unethical conduct
- Employees and external stakeholders



Conflict of Interest disclosure framework
- Annual declaration of personal interests capable of affecting judgement
- 100% disclosure recorded



Supplier Code of Conduct
- Suppliers, vendors, contractors, service providers and consultants
- 100% of suppliers in agreement



Information Security Policy framework
- Information security management system requirements
- ISMS certified across 100% of operational sites

Risk identification, escalation and monitoring

Governance risk is identified through internal audit and risk assessment conducted across operational sites and departments. Coverage has been maintained at 100% of operational sites for internal audit and risk assessment on business ethics, and at 100% of departments under risk assessment internal audit, in each of the three reporting years. Findings arising from these reviews are addressed within the management structure, and matters requiring Board attention are escalated through the committee reporting line.

The whistleblower mechanism described in upcoming topic provides a further route through which concerns may be raised independently of line management, with Board oversight of resulting investigations. The two mechanisms are complementary, as internal audit tests whether controls operate as designed while the speak-up route brings forward matters that testing alone may not identify.

Governance oversight and coverage	FY 2023–24	FY 2024–25	FY 2025–26
Operational sites covered by internal audit or risk assessment on business ethics (%)	100	100	100
Departments covered under risk assessment internal audit (%)	100	100	100
Workforce covered by formal collective agreements on working conditions (%)	100	100	100
Works Committee meetings held to resolve labour conflicts (%)	100	100	100

Stakeholder engagement and reporting

Bi-annual stakeholder forums are convened to gather feedback, assess ESG risks and refine the governance approach. Governance performance is disclosed annually through this report.

An online ESG support platform provides stakeholders with continuing access to the Company on sustainability matters, comprising a dedicated webpage carrying resources and guidance, access to internal ESG specialists, and multiple communication routes including email, telephone and the online portal. Structured ESG audits and stakeholder assessments are conducted across departments and projects, with outcomes shared with stakeholders and certificates awarded to the best-performing suppliers across ESG areas. Public hearings are convened in connection with project expansion, with advance notification, facilitated dialogue, documentation of feedback, and integration of that feedback into project planning. For institutional stakeholders, governance indicators in this chapter are reported on the same three-year basis as environmental and social indicators, and are subject to the same reporting boundary and assurance arrangements described in About this Report.

Business Ethics and Responsible Conduct

AMI Lifesciences is committed to maintaining high standards of ethical conduct across its operations and business relationships. The Company's Code of Conduct establishes clear expectations for employees and supports a culture of integrity, accountability and responsible decision-making. These principles are reinforced through awareness programmes, role-specific training, internal controls and mechanisms for addressing concerns.

Why this is material

Ethical business conduct is an important consideration in the pharmaceutical value chain. Customers assess the conduct and governance practices of their suppliers as part of qualification processes, while their own regulatory obligations require them to demonstrate appropriate oversight of third-party relationships. Maintaining strong ethical standards therefore supports customer confidence, supplier qualification and the continuity of long-term business relationships.

Code of Conduct

The Code of Conduct establishes the standards of behaviour expected of all employees and serves as a reference for responsible decision-making and conduct across the Company. All employees sign the Code, while its requirements are reinforced through structured training, internal audits of business ethics at operational sites and disciplinary mechanisms applicable in cases where a breach is established.

Employee and management responsibilities

Employees are responsible for conducting their work in accordance with the standards established by the Code of Conduct, declaring potential conflicts of interest annually and raising concerns where conduct may be inconsistent with Company expectations. Management is responsible for embedding these standards within its respective functions and reinforcing ethical practices in day-to-day operations. Senior leadership promotes an open and accountable culture, with particular attention to vendor and customer interactions where the potential for inappropriate influence may be higher.

Ethics training and awareness

AMI Lifesciences strengthens ethical awareness through e-learning modules, in-person workshops and scenario-based learning. These programmes are designed to help employees understand applicable requirements and recognise how ethical considerations may arise in practical work situations.

Role-specific programmes are provided to functions including procurement, sales, finance and senior leadership, with content tailored to the governance risks relevant to each function. Key training themes include anti-corruption and fraud prevention, whistleblower protection and anonymous reporting, conflict of interest identification and disclosure, data protection and cybersecurity, antitrust and fair competition and prevention of money laundering.

Business ethics training and coverage	FY 2023–24	FY 2024–25	FY 2025–26
Total workforce trained on business ethics issues (%)	100	100	100
Business ethics training delivered (man-hours)	189	1,070.7	473
Employee feedback on ethics training, satisfaction rate (%)	100	100	100
Operational sites covered by internal audit or risk assessment on business ethics (%)	100	100	100
Employees signing the Code of Conduct (%)	100	100	100

Training coverage and training hours provide different perspectives on the Company's ethics programme. Workforce coverage remained at 100% for the third consecutive year, while business ethics training hours decreased from 1,070.7 man-hours in FY 2024–25 to 473 man-hours in FY 2025–26. The reduction in overall business ethics training hours was accompanied by greater emphasis on specialised governance modules. Anti-corruption training increased by 44.5% to 753 man-hours, antitrust training increased by 23.6% to 753 man-hours and cybersecurity training increased by 8.0% to 356.6 man-hours. Total governance training stood at 2,335.6 man-hours in FY 2025–26, compared with 2,530.9 man-hours in FY 2024–25.

Training hours measure the volume of learning delivered, while employee feedback provides an indication of participants' experience of the programme. The Company recognises that these measures do not, by themselves, demonstrate the extent to which employees have understood and can apply the requirements covered through training. Accordingly, AMI Lifesciences is strengthening its approach by introducing individual assessments and progress tracking.

Improvement agenda

By FY 2027–28, AMI Lifesciences intends to introduce interactive compliance assessments and track individual training progress through a centralised learning management system. The initiative will complement existing training coverage by providing greater insight into employee understanding and enabling outstanding training requirements to be identified and addressed in a timely manner.

Anti-Corruption, Anti-Bribery and Fraud Prevention

AMI Lifesciences is committed to conducting its business with integrity and maintaining a zero-tolerance approach to corruption, bribery and fraud. The Company recognises that corruption risks can arise in areas such as procurement, engagement with third parties and interactions with regulatory and public authorities. Accordingly, preventive controls, employee training, third-party due diligence and monitoring mechanisms are implemented to strengthen ethical business practices and support responsible decision-making.

Anti-corruption framework

The Anti-Corruption and Bribery Policy establishes a zero-tolerance position towards all forms of corruption. Prohibited conduct includes bribery in any form, facilitation payments, kickbacks and coercive practices. The prohibition applies to employees and extends to third parties acting on behalf of the Company, which is addressed through the Supplier Code of Conduct and the due diligence process described below.

The policy is supported by preventive controls, training, third-party due diligence and monitoring. These controls give practical effect to the policy by making prohibited conduct difficult to execute and likely to be detected.

Risk assessment

Corruption and fraud risk is assessed through internal audit and risk assessment applied across operational sites and departments. Coverage has been maintained at 100% of operational sites and 100% of departments in each of the three reporting years. Internal audit mechanisms monitor financial transactions, providing a route through which irregular transactions can be identified.

Where a risk assessment identifies a control weakness, the finding is addressed within the management structure and progress is monitored through subsequent review. No corruption or fraud incident has been identified through these mechanisms in any reporting year.

Audit of anti-corruption controls

Control testing is conducted through the internal audit programme. The scope covers the operation of the Anti-Corruption and Bribery Policy, adherence to the third-party due diligence process described below, transaction monitoring within the finance function, and completion of anti-corruption training by personnel in exposed roles. Accountability for conducting the audit sits with the internal audit function, which reports its findings through the management structure to the ESG Committee and, where matters warrant, to the Board.

Testing is retrospective, examining whether controls operated as designed during the period under review rather than whether they are designed adequately in principle. Findings are tracked to closure and progress is reviewed in subsequent cycles. Coverage has been maintained at 100% of operational sites and 100% of departments in each of the three reporting years.

Approval controls for sensitive transactions

Two approval controls currently operate. No third party may be entered into Company systems until due diligence has been completed and compliance validated, which establishes an approval gate ahead of any commercial relationship.

In addition, financial transactions are subject to internal audit monitoring, and finance and procurement teams are trained to identify irregular transaction patterns.

A documented approval procedure specific to gifts, hospitality, travel and entertainment, setting out defined thresholds and recorded authorisation, has been identified as an area for strengthening and is included in the improvement agenda in Section 8.

Stage	What is done	Purpose
Pre-engagement evaluation	Review of credentials, prior compliance records, anti-bribery and sustainability certifications, and alignment with Company standards	Establishes whether the counterparty meets the required standard before any commitment is made
Risk assessment	Assessment against governance, environmental and social criteria	Identifies counterparties presenting elevated risk requiring closer attention
Documentation and traceability	Assessment records retained	Enables the assessment to be verified by internal audit, customers and assurance providers
Validation and approval	Confirmation that criteria are met before approval and entry into Company systems	Prevents engagement of a counterparty that has not been assessed
Continuous monitoring	Tracking of ESG performance through internal scorecards and third-party verification	Detects deterioration after onboarding
Periodic review	Review cycles confirming continued alignment with Company expectations	Prevents an approval from becoming permanent by default

Third-party due diligence

Third parties represent a significant share of corruption exposure, as the Company directs the conduct of its employees but relies on contractual requirement and verification in respect of its counterparties. Due diligence accordingly operates both as a control preceding engagement and as a continuing monitoring obligation.



Third-party anti-corruption due diligence	FY 2023–24	FY 2024–25	FY 2025–26
Trading partners covered by due diligence on corruption (%)	100	100	100
Trading partners covered by due diligence on corruption (%)	2	11	13
Suppliers in agreement with Company policies (%)	100	100	100
Suppliers in agreement with the Supplier Code of Conduct (%)	100	100	100
Suppliers evaluated for ESG performance (%)	100	100	100
Buyers trained on sustainable sourcing (%)	100	100	100

Counterparties identified as presenting elevated corruption risk rose from 2 in FY 2023–24 to 13 in FY 2025–26. Identification of an elevated-risk counterparty is an output of the screening process and results in closer assessment and monitoring of that counterparty. No supplier has been removed for an integrity violation in any reporting year.



Training

Training on corruption and bribery prevention is delivered across the workforce through in-person and digital formats, designed to enable employees to recognise, deter and respond to unethical practices. Specialised programmes address role-specific exposure in procurement, sales, finance and senior leadership, these being the functions through which corruption risk is most likely to present.

Anti-corruption training and management systems	FY 2023–24	FY 2024–25	FY 2025–26
People trained on anti-corruption and bribery (man-hours)	374.5	521	753
Operational sites with a certified anti-corruption management system (%)	0	0	0
Operational sites covered by internal audit on business ethics (%)	100	100	100

Anti-corruption training increased 44.5% during the reporting year, the largest proportionate increase across the governance training programmes.

The Corporate Governance Framework is aligned with ISO 37001 for anti-bribery management systems. Alignment describes the design of the framework, while certification provides independent verification of its operation. A target of 100% site certification is set for FY 2030–31, and progress towards it is included in the improvement agenda in Section 8.



Performance and what it indicates

Anti-corruption and fraud performance	FY 2023–24	FY 2024–25	FY 2025–26
Confirmed anti-corruption and fraud incidents (number)	0	0	0
Complaints received on corruption and bribery (number)	0	0	0
Reported cases of corruption or fraud investigated and resolved (%)	100	100	100

No corruption or fraud incident has been confirmed in any of the three reporting years, and no complaint has been received.

This performance is supported by the coverage of the detection mechanisms behind it, comprising internal audit and risk assessment across 100% of operational sites and departments, due diligence across 100% of trading partners, and a reporting channel available to employees and external stakeholders.

Progressing towards certification of the anti-corruption management system will provide independent verification of how these controls operate in practice, and is included in the improvement agenda in Section 8.



Speak-Up, Whistleblower and Grievance Mechanisms

AMI Lifesciences promotes an open and accountable workplace where employees and external stakeholders can raise concerns regarding suspected unethical conduct without fear of retaliation. The Company's Whistleblower Policy provides defined channels for reporting concerns, supported by confidentiality, protection from retaliation, impartial investigation and appropriate oversight. These mechanisms strengthen transparency and enable concerns to be addressed through an established and responsible process.

Who may raise a concern, and on what

The mechanism is available to employees and to external stakeholders. Matters within scope include suspected corruption and bribery, fraud and financial misconduct, conflicts of interest, anti-competitive conduct, and suspected breaches or unethical handling of confidential information. Concerns relating to information security may additionally be raised through the dedicated Information Security Whistleblower Mechanism described in Section 6.



Reporting channel
Reports may be submitted through secure channels, including anonymously, so that a person raising a concern is not required to identify themselves in order to be heard. External stakeholders may report through the channel. Concerns relating to information security may be raised through the dedicated Information Security Whistleblower Mechanism

Confidentiality
The identity of the person raising a concern and the content of the report are treated as confidential and are not disclosed outside the persons required to conduct the investigation

Protection from retaliation
The Whistleblower Policy provides an express guarantee against retaliation. No person raising a concern in good faith, or participating in an investigation, will be subjected to dismissal, disciplinary action, demotion, transfer or any other detriment as a consequence. Retaliation is itself treated as a breach of the Code of Conduct

Investigation
All reports are investigated impartially and handled with fairness

Escalation
Reports relating to financial misconduct are escalated promptly to the Compliance Officer

Oversight
Investigations are subject to oversight by the Board, placing the process outside the management line whose conduct may be in question

Resolution
The Company's standing commitment is that all reported cases of corruption or fraud are investigated and resolved within established timeframes

Awareness of the mechanism

Awareness is essential to the effectiveness of the mechanism. Training on the Whistleblower Policy has been delivered to 100% of employees in each reporting year, and whistleblower protection and anonymous reporting protocols form a standing theme of the governance training programme described in Section 2.

Speak-up performance	FY 2023–24	FY 2024–25	FY 2025–26
Whistleblower reports received (number)	0	0	0
Reported cases resolved within defined timelines (%)	N/A	N/A	N/A
Employees trained on the Whistleblower Policy (%)	100	100	100
Complaints on violation of collective bargaining agreement (number)	0	0	0

The resolution indicator is reported as not applicable, as no case was received in any of the three reporting years.

No whistleblower report was received in any of the three reporting years, and the resolution indicator is accordingly reported as not applicable.

The mechanism is available to employees and external stakeholders, its scope is defined, the Policy provides express confidentiality and non-retaliation guarantees, 100% of employees have been trained on it, and the established process provides for impartial investigation, Board oversight and resolution within defined timeframes.

The Company monitors the level of reporting alongside awareness coverage and the continued availability of anonymous reporting, both of which are maintained at full coverage.



Responsible Business Conduct

Responsible business conduct is integral to maintaining trust with customers, suppliers, employees, regulators and other stakeholders. AMI Lifesciences seeks to conduct its commercial activities with integrity, transparency and respect for applicable requirements, with particular focus on managing conflicts of interest, maintaining financial integrity, supporting fair competition and preventing anti-competitive practices. These principles guide the Company's interactions across its business relationships and operations.

Conflict of interest

The Company manages conflicts of interest primarily through disclosure. Every employee is required to declare potential conflicts annually. Declarations are reviewed and addressed by Human Resources and Compliance within a 30-day window. Vendor and client engagements receive particular attention, since these are the relationships in which personal interest is most capable of affecting commercial judgement.

Conflict of interest	FY 2023–24	FY 2024–25	FY 2025–26
Conflict of interest disclosure rate, employees (%)	100	100	100
Conflict of interest resolution within 30 days (%)	100	100	100

The Company's compliance objective for annual disclosure is 95%, and recorded performance has exceeded this in each reporting year. Full coverage confirms that the declaration process operates across the workforce, and the indicator measures participation in the disclosure framework rather than the number of conflicts identified.

Anti-money laundering and financial integrity

The Company transacts across multiple jurisdictions, and cross-border payment flows carry exposure to financial crime risk.

In line with applicable anti-money laundering regulations, financial dealings are subject to risk-based due diligence and ongoing monitoring, concentrating scrutiny where risk is greatest.

Finance and procurement teams are trained to detect red flags and suspicious activity, these being the functions through which payments and counterparty relationships are established.

Whistleblower reports relating to financial misconduct are escalated to the Compliance Officer. Internal audit mechanisms monitor financial transactions.

Anti-money laundering	FY 2023–24	FY 2024–25	FY 2025–26
AML compliance including regulatory reporting (%)	100	100	100
Workforce trained in identifying and reporting suspicious activity (%)	100%	100%	100%

Fair competition and anti-competitive practices

Competition risk arises principally in two settings. Commercial teams engage with customers in markets where competitors also operate, and Company personnel attend industry forums at which competitors are present. In both settings, the more common risk is the inadvertent exchange of information that competition law treats as sensitive.

Interaction protocols communicated to commercial personnel, particularly sales and marketing teams, explicitly prohibit:

- Price fixing or discussion of pricing strategies
- Market allocation by geography or customer segment
- Bid rigging or collusion during procurement processes
- Sharing of competitively sensitive information, including future plans, production costs or customer data

Pricing strategies, promotions and market activities are reviewed to maintain market integrity. Training uses practical case-based scenarios covering risks arising during industry events, social interactions and digital communications, and is supported by internal advisories issued as legal frameworks evolve. Employees are directed to seek guidance from the compliance function where a situation is unclear.

Fair competition	FY 2023–24	FY 2024–25	FY 2025–26
Antitrust training completion (man-hours)	129	609	753
Anti-competitive case count (number)	0	0	0
Incidents of deceptive advertising (number)	0	0	0

Antitrust training increased 23.6% during the reporting year. No anti-competitive case and no incident of deceptive advertising has been recorded in any reporting year.

Ethical industry engagement

AMI Lifesciences participates in industry associations to contribute to public policy, regulatory development and shared sustainability objectives. Such participation is a valuable part of responsible industry engagement and is conducted within defined compliance safeguards.

All such engagements are subject to internal compliance review to prevent any risk of coordinated behaviour capable of distorting market competition. Representatives attending association meetings and industry events are directed to avoid discussions capable of producing anti-competitive outcomes and to maintain transparency in collaborative activity.



Information Security and Data Protection

Why this is material to an API manufacturer

The Company holds information whose value derives from its confidentiality. This includes process and product information relating to Active Pharmaceutical Ingredients under development for customers, the Company's own intellectual property in synthetic routes and process know-how, analytical methods and regulatory dossiers, commercial information including pricing and customer terms, and employee personal information.

Customer process information is held under contractual confidentiality obligations. A loss of that information would constitute a breach of contract as well as a security failure, and would affect the customer's own competitive position rather than only the Company's. This is why pharmaceutical customers assess supplier information security controls as part of qualification, and why the Company treats information security as a commercial requirement rather than an IT function.

Information security management system

An Information Security Management System aligned to ISO 27001 operates across the organisation. Certification is recorded across 100% of operational sites.

Security protocols are reinforced within the Company's ERP and internal software systems, so that controls operate inside the systems through which work is actually performed rather than alongside them.

Information security management system	FY 2023–24	FY 2024–25	FY 2025–26
Operational sites with an ISMS certified to ISO 27001 or equivalent (%)	100	100	100
IT personnel trained on ISO 27001-aligned practices (%)	100%	100%	100%

Information security risk assessment

A documented information security risk assessment is maintained and reviewed periodically. The assessment identifies and describes risk scenarios across the information estate, including unauthorised access to Company and customer information, external attack directed at users, loss of information through third-party handling, physical access to premises and assets, and loss of proprietary process information.

Each identified risk carries an assessed exposure and a corrective action plan with an assigned owner, and open actions are tracked to closure through the subsequent review cycle.

The risk assessment complements certification. Certification confirms that a management system meeting the standard is in place, while the risk assessment identifies what the system is required to protect against and whether existing controls remain adequate as the risk profile changes.

Audit of information security controls

Information security controls are subject to audit. The scope covers operation of the Information Security Management System, access control administration and review, adherence to data classification protocols, third-party assessment records, and completion of information security training.

Accountability for the audit sits with the information security function, supported by external audit conducted in connection with maintenance of ISO 27001 certification.

Testing is retrospective and examines whether controls operated as designed during the period under review. Findings are recorded with corrective actions and target dates, and closure is verified in the following cycle.

Access controls

Role-based access controls restrict access to information according to the requirements of each role, supported by monitoring. Access restriction serves as the primary technical control, limiting exposure of information to those who require it for their work.

Internal data classification protocols determine the handling requirements applicable to each category of information and are described in Section 7.

Employee awareness and training

Awareness sessions are delivered online and in person. Four programme types operate, each addressing a distinct route by which information can be lost.

Information security and data privacy

- Handling of sensitive data, protection of intellectual property and adherence to internal data classification protocols
- Mishandling of information by authorised users

Physical security and asset protection

- Perimeter control, visitor management, access card protocols and emergency response drills for employees and security personnel, with emergency evacuation training for fire, chemical spill or external threat
- Unauthorised physical access to premises and assets

Cybersecurity awareness

- Recognition of phishing attempts, management of digital credentials and use of secure communication platforms; role-specific training for IT teams and employees handling sensitive information; simulation-based programmes addressing phishing, malware and data breach
- External attack exploiting user behaviour

Confidentiality and intellectual property protection

- Specialised workshops for research and development and commercial teams addressing unauthorised disclosure of trade secrets, API processes and formulations
- Loss of proprietary and customer process information

Information security training	FY 2023–24	FY 2024–25	FY 2025–26
Cybersecurity training delivered (man-hours)	88	330.2	356.6
Employees trained on data security (%)	95.5	100	99.54
Security personnel trained on access management (%)	100	100	100
Employees trained on asset and intellectual property protection (%)	100	100	100

Cybersecurity training increased 8.0% during the reporting year and has risen more than fourfold against the FY 2023–24 position. Simulation-based delivery is used for phishing and malware awareness because recognition under realistic conditions is the capability required.

Third-party information security due diligence

Third-party information security risk is addressed on a risk-based footing. Counterparties are scoped for assessment according to whether they handle Company or stakeholder information and the sensitivity of that information, so that assessment effort concentrates where exposure is greatest rather than being applied uniformly across the trading partner base.

Counterparties within scope are assessed against the Company's ESG and data privacy standards. Data is collected on their data protection practices and the assessment outcome is documented, enabling the assessment to be verified by internal audit, customers and assurance providers. Assessment results inform whether a counterparty is approved and the conditions attaching to that approval.

Third-party information security due diligence	FY 2023–24	FY 2024–25	FY 2025–26
Trading partners covered by due diligence on information security (%)	1.12	2.42	1.00

The indicator reports coverage across the full trading partner base and is not directly comparable with the corruption due diligence indicator, which applies to all trading partners.

Information security assessment is applied to the sub-population handling Company or stakeholder information, and the reported figure therefore reflects the proportion of total trading partners falling within that scope rather than the proportion of in-scope counterparties assessed.

Coverage reduced during the reporting year against a published FY 2030–31 target of 1.25%. Extending assessment coverage is included in the improvement agenda in Section 8.

Incident detection, reporting and response

Stakeholders and employees may report suspected data breaches or unethical handling of sensitive information confidentially through the Information Security Whistleblower Mechanism. Internal dashboards are used to report suspicious activity, providing a route for detection during normal operations rather than only upon formal report. A documented information security incident response plan governs the handling of any breach or suspected breach of confidential information. The plan defines the stages set out below and assigns responsibility at each stage, so that response does not depend on judgement exercised under pressure.

Detection

Identification of a suspected incident through monitoring, internal dashboards, user report or third-party notification

Reporting

Immediate notification to the information security function through defined routes, including the confidential reporting mechanism

Containment

Action to limit the extent of the incident and prevent further loss or unauthorised access

Escalation

Referral to defined authority levels according to the severity and nature of the incident, including escalation to senior management where warranted

Notification

Communication to affected parties, including customers whose information is involved, and to regulatory authorities where notification obligations apply

Recovery

Restoration of affected systems and information, and confirmation that normal operation has resumed securely

Post-incident review

Determination of root cause, assessment of control failure, and corrective action to prevent recurrence

The notification stage carries particular significance in view of the contractual confidentiality obligations attaching to customer process information, since a customer whose information is affected must be informed in order to assess its own position.

Information security performance	FY 2023–24	FY 2024–25	FY 2025–26
Data breach incidents (number)	0	0	0
Confirmed information security incidents (number)	0	0	0
User complaints relating to data or systems (number)	0	0	0

No information security incident, data breach or user complaint has been recorded in any of the three reporting years. This performance is supported by the certified management system operating across all operational sites, role-based access control, training coverage across the workforce, and the availability of a confidential reporting channel.



Data Privacy, Confidential Information and Records Management

AMI Lifesciences is committed to protecting confidential, personal and commercially sensitive information entrusted to it by employees, customers, suppliers and other stakeholders. The Company applies defined processes for information classification, access, retention and secure disposal, supported by applicable confidentiality requirements and internal controls. These practices help maintain the integrity of records, protect stakeholder information and support responsible information management across the organisation.

Categories of information and their treatment

1 **Customer process and product information**
- Provided by customers for development and manufacture
- Contractual confidentiality obligations, internal data classification and access restriction

2 **Company intellectual property**
- Generated through research, development and process work
- Data classification protocols and specialised confidentiality training for research and commercial teams

3 **Commercial information**
- Arising from customer and supplier relationships
- Access restriction by role and competition law protocols set out in Section 5

4 **Employee personal information**
- Collected in the course of employment
- Access restriction by role and applicable statutory requirements

5 **Third-party information**
- Held on behalf of suppliers, vendors and contractors
- Third-party due diligence and documented compliance requirements

Data classification and access restriction

Internal data classification protocols determine the handling requirements applicable to each category of information. Classification governs who may access information, how it may be transmitted, and where it may be stored. Employees receive training on adherence to these protocols, and specialised workshops for research and development and commercial teams address trade secrets, API processes and formulations, these being the categories where unauthorised disclosure would cause the greatest harm.

Protection of third-party information

Vendors, suppliers and contractors managing stakeholder information are vetted for data protection practice and their compliance is documented, as described in Section 6. Where information is entrusted to a counterparty, assessment of that counterparty forms the principal control applied.

Records retention

A records retention schedule governs how long information is held and how it is disposed of. The schedule defines the categories of information maintained by the Company, the retention period applicable to each category, the function accountable for the records within that category, and the method by which records are securely disposed of at the end of the retention period.

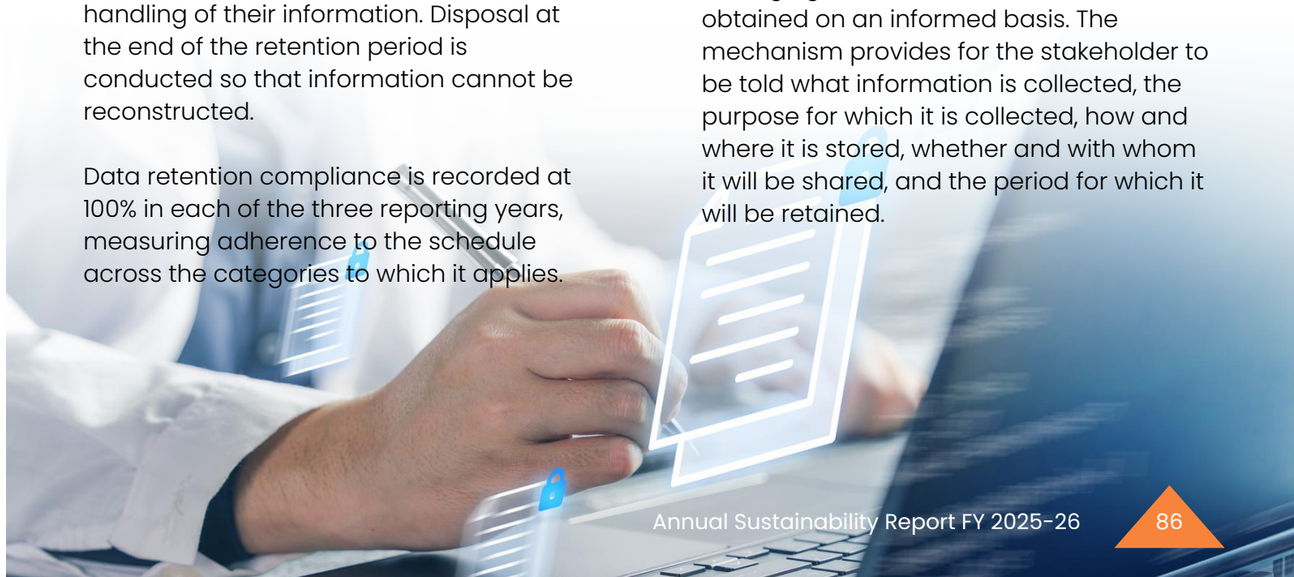
Retention periods are set by reference to the requirements applicable to each category, including statutory record-keeping obligations, regulatory requirements attaching to manufacturing and quality records, and contractual commitments to customers regarding the handling of their information. Disposal at the end of the retention period is conducted so that information cannot be reconstructed.

Data retention compliance is recorded at 100% in each of the three reporting years, measuring adherence to the schedule across the categories to which it applies.

Records management and privacy performance	FY 2023–24	FY 2024–25	FY 2025–26
Data retention compliance (%)	100	100	100
User complaints relating to data or systems (number)	0	0	0
Substantiated complaints concerning breaches of customer privacy (number)	0	0	0
Categories of information covered by the retention schedule (number)	100%	100%	100%

Consent and information handling

Where the Company collects, processes, shares or retains confidential information belonging to a stakeholder, consent is obtained on an informed basis. The mechanism provides for the stakeholder to be told what information is collected, the purpose for which it is collected, how and where it is stored, whether and with whom it will be shared, and the period for which it will be retained.



Consent is recorded so that the basis on which information is held can be established subsequently. Where a stakeholder wishes to withdraw consent, the request is actioned to the extent that withdrawal is compatible with statutory record-keeping and regulatory retention obligations, and the stakeholder is informed where such obligations require information to be retained.

For customer information, consent operates alongside the contractual confidentiality terms under which process and product information is provided to the Company, which govern permitted use and onward disclosure.

Raising a privacy concern

Concerns regarding the handling of confidential information may be raised confidentially through the Information Security Whistleblower Mechanism described in Section 6. No user complaint relating to data or systems, and no substantiated complaint concerning breaches of customer privacy, has been received in any reporting year.



Governance Performance, Targets and Accountability

This section consolidates the governance indicators most material to the Company's risk profile, records progress against published targets, and sets out the priorities carried into the next reporting cycle. Supporting detail for each indicator is presented in the relevant section above.

Governance performance dashboard

Ethics and anti-corruption	FY 2023–24	FY 2024–25	FY 2025–26
Workforce trained on business ethics issues (%)	100	100	100
Business ethics training (man-hours)	189	1,070.7	473
Anti-corruption and bribery training (man-hours)	374.5	521	753
Operational sites covered by ethics risk assessment or internal audit (%)	100	100	100
Confirmed anti-corruption and fraud incidents (number)	0	0	0
Operational sites with a certified anti-corruption management system (%)	0	0	0

Speak-up and responsible business conduct	FY 2023–24	FY 2024–25	FY 2025–26
Whistleblower reports received (number)	0	0	0
Employees trained on the Whistleblower Policy (%)	100	100	100
Conflict of interest disclosure rate (%)	100	100	100
AML compliance including regulatory reporting (%)	100	100	100
Antitrust training completion (man-hours)	129	609	753
Anti-competitive case count (number)	0	0	0

Information security and value chain	FY 2023–24	FY 2024–25	FY 2025–26
Information security and value chain Operational sites with ISMS certified to ISO 27001 or equivalent (%)	100	100	100
Cybersecurity training (man-hours)	88	330.2	356.6
Data breach incidents (number)	0	0	0
Trading partners covered by due diligence on corruption (%)	100	100	100
Trading partners covered by due diligence on information security (%)	1.12	2.42	1.00
Suppliers in agreement with the Supplier Code of Conduct (%)	100	100	100

Progress against published targets

Focus area	Target	Target year	FY 2025–26 position
Anti-corruption and fraud	Zero anti-corruption and fraud incidents	FY 2027–28	0. Achieved and maintained
Anti-corruption and fraud	All reported cases investigated and resolved within established timeframes	FY 2027–28	No cases reported
Conflict of interest	95% employee compliance with the disclosure and review framework	FY 2027–28	100%. Exceeded
Anti-money laundering	100% AML compliance including regulatory reporting	FY 2027–28	100%. Achieved
Anti-money laundering	100% of workforce trained in identifying and reporting suspicious activity	FY 2027–28	100%
Anti-competitive practices	Zero violations, with 100% of the commercial team trained	FY 2027–28	0 violations. Training coverage 100%
Anti-competitive practices	100% of employees trained on anti-competitive practice avoidance	31 March 2028	100%
Information security	ISO 27001 implemented, with zero information security breaches	FY 2027–28	Certified across 100% of sites. 0 breaches. Achieved

Focus area	Target	Target year	FY 2025–26 position
Information security	100% of employees completing annual cybersecurity training	31 March 2028	100%
Anti-corruption management system	Certification across 100% of operational sites	FY 2030–31	0%. Not commenced

Longer-term governance targets

Indicator	FY 2025–26	FY 2030–31 target
Operational sites with a certified anti-corruption management system (%)	0	100

Indicator	FY 2025–26	FY 2030–31 target
Operational sites with ISMS certified to ISO 27001 or equivalent (%)	100	100

Indicator	FY 2025–26	FY 2030–31 target
Confirmed corruption, bribery and fraud incidents (number)	0	0

Indicator	FY 2025–26	FY 2030–31 target
Data breach incidents (number)	0	0

Indicator	FY 2025–26	FY 2030–31 target
Trading partners covered by due diligence on corruption (%)	100	100

Indicator	FY 2025–26	FY 2030–31 target
Trading partners covered by due diligence on information security (%)	1.00	1.25

Indicator	FY 2025–26	FY 2030–31 target
Suppliers evaluated for ESG performance (%)	100	100

Improvement agenda

The governance framework described in this chapter is established and operating. The priorities below address areas where the Company has identified scope to deepen the framework further, together with reporting improvements that would make performance more readily verifiable by external parties.

Section 3

Priority
Establish a documented approval procedure for gifts, hospitality, travel and entertainment, specifying thresholds, approval authority and recording requirements

What it addresses
Approval controls currently operate at the point of third-party engagement and through transaction monitoring. A procedure specific to these categories is not established

Section 3

Priority
Progress towards certification of operational sites under a recognised anti-corruption management system standard

What it addresses
The anti-corruption framework is aligned to ISO 37001, but its operation is not independently certified

Section 2

Priority
Introduce interactive compliance assessments and individual training tracking through a centralised learning management system

What it addresses
Training coverage is recorded, but individual understanding is not assessed

Section 6

Priority
Extend information security assessment coverage across a wider proportion of the trading partner base

What it addresses
Assessment is applied on a risk-scoped basis; coverage of the total trading partner population stands at 1.00%

Section 8

Priority
Report training completion rates against the FY 2027–28 targets for anti-money laundering, anti-competitive practice avoidance and cybersecurity

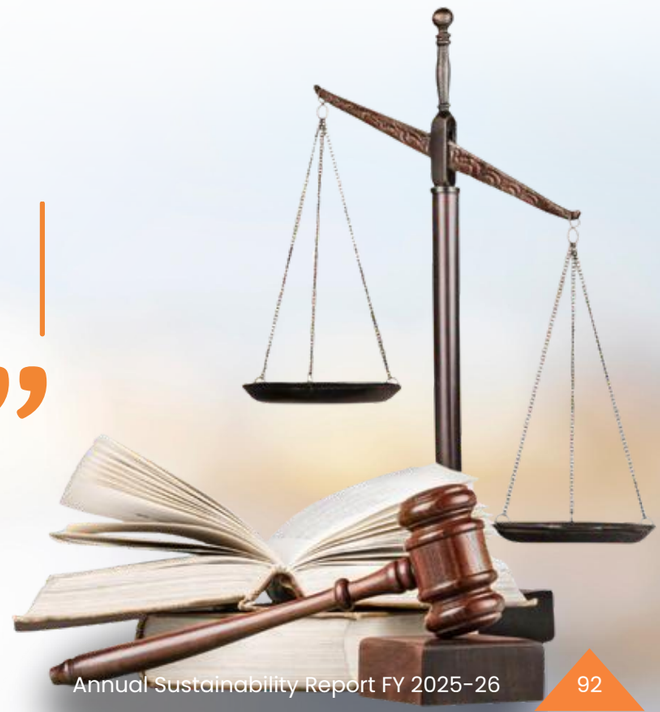
What it addresses
Completion rates against these three published targets are not currently reported

Section 7 & 8

Priority
Publish the number of information categories covered by the records retention schedule and the number of third parties assessed as an absolute figure

What it addresses
Both are maintained internally but are not currently reported as indicators

> “Governance is the control environment within which every other claim in this report is made.”

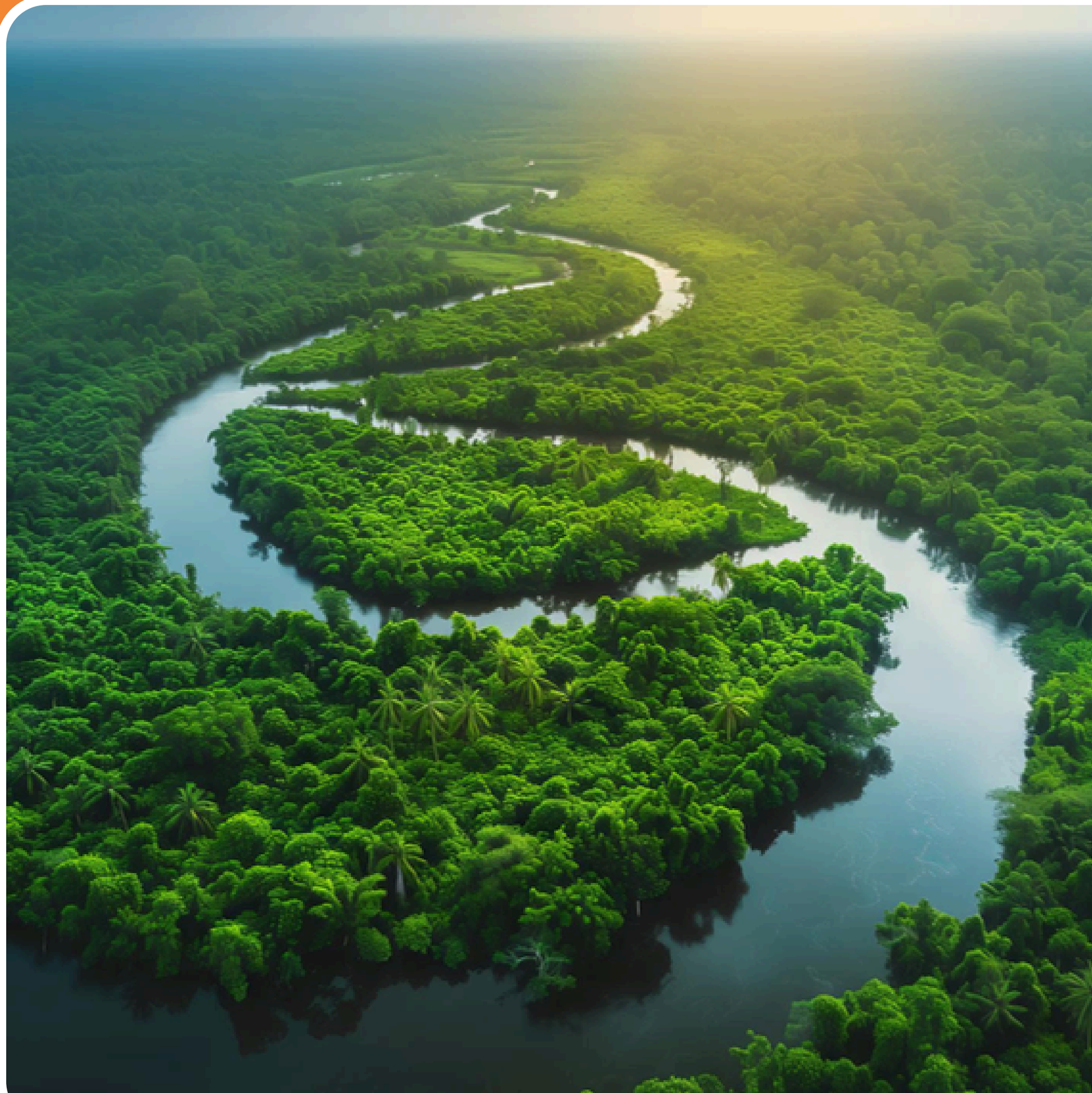


03

Environmental Stewardship



> Sustainability at AMI is not a parallel agenda to manufacturing. It is manufacturing, measured honestly.



Environmental Stewardship and Responsible Manufacturing

Our environmental vision

To manufacture Active Pharmaceutical Ingredients to the highest regulatory standard while progressively decoupling that manufacture from its environmental cost — measured, verified and disclosed each year.

Why environmental performance is a manufacturing discipline

Active Pharmaceutical Ingredient manufacturing is materially and energetically intensive by design. A multi-step synthesis requires solvent at every stage for reaction, extraction, crystallisation and washing; it requires heat to drive reactions and cooling to control them; it requires purified water to a defined specification; and it generates effluent and residues that must be treated before they leave our boundary. Solvent volumes routinely exceed the mass of product by an order of magnitude.

This means that environmental performance at AMI Lifesciences is not an overlay on manufacturing. It is a property of how a molecule is designed, how a batch is sized, how a utility is loaded and how a stream is segregated. A process that wastes solvent also wastes money, generates hazardous waste, increases operator exposure and lengthens cycle time. A process that recovers solvent improves all four at once. We manage the environment, therefore, through the same engineering discipline with which we manage yield and quality.

The connection to quality, compliance and customer trust

In a regulated pharmaceutical facility, environmental controls and quality controls are frequently the same controls.

Containment that prevents solvent vapour reaching the atmosphere is the containment that prevents cross-contamination between products.

Air handling that manages occupational exposure is the air handling that maintains Good Manufacturing Practice segregation. Effluent treatment that removes Active Pharmaceutical Ingredient residues is what allows us to state, with laboratory evidence, that our discharge carries no pharmaceutical load.

Our customers understand this connection, and they audit it.

Innovator pharmaceutical companies with validated science-based emissions targets now assess the carbon intensity, water performance and waste profile of the APIs they qualify, alongside impurity profiles and process validation.

The environmental evidence we can produce is therefore a factor in supplier qualification, in customer retention and in our access to regulated markets.

Backward integration as an environmental capability

Our fully backward-integrated model across all key molecules is usually described as a commercial and supply-security strategy.

It is equally an environmental capability. When we control a molecule from starting material to finished API, we control the solvent selection, the effluent load, the thermal demand and the waste destination at every intermediate stage.

We can answer a customer's question about any of them from our own records rather than depending on a third party to answer it for us. Integration is what makes our footprint measurable, and measurability is what makes it manageable.

Process and molecule design

What it addresses
Reagent hazard, material intensity, step count and reaction efficiency

Where it is reported
Chapter 5

Energy and carbon

What it addresses
Renewable supply, thermal fuel, utility loading and process electrical demand

Where it is reported
Chapter 3

Water

What it addresses
Withdrawal, purified water demand, reuse, effluent quality and aquifer recharge

Where it is reported
Chapter 4

Materials and waste

What it addresses
Solvent recovery, second-crop extraction, landfill diversion and packaging

Where it is reported
Chapter 6

Emissions and environment

What it addresses
Stack and vent controls, volatile organic compounds, dust, odour, noise and green cover

Where it is reported
Chapter 7 and 8

Our value creation logic



Read left to right, this is a causal chain rather than a set of parallel ambitions. Better chemistry produces a more efficient process. A more efficient process consumes less energy, water and material per tonne, which is what environmental stewardship measures.

Demonstrable stewardship is what qualifies us with customers who must account for their own supply-chain footprint. And qualification with those customers is what converts environmental performance into durable commercial value.

FY 2025–26 ENVIRONMENTAL HEADLINES — AGAINST 17.25% PRODUCTION GROWTH

Energy intensity fell 18.3% and total energy fell 5.3% in absolute terms, even as production rose 17.25%. Energy intensity now stands at 370.58 GJ per tonne, 29.4% below the FY 2022–23 baseline.

Renewable electricity reached 32.16% of consumption, on 8,441,878 kWh — an increase of 169.6% on the prior year and achieved while total electricity demand grew 18.9%.

Total waste fell 39.7% and waste per tonne fell 46.9%, with landfill diversion improving from 44.56% to 58.23% and hazardous waste to landfill down 62.6%.

Water consumption was flat at -0.2% against 17.25% more production, taking water intensity down 9.9% to 36.59 KL per tonne, with reuse up 20.1% to 12,550 KL.

Recycled solvent supplied 86.17% of the solvent we used, against 43.89% the previous year.

Two indicators moved adversely and are addressed directly in this chapter: effluent COD and BOD both rose while remaining well inside their limits, and PM10 rose while remaining inside its limit. Both are named priorities for FY 2026–27.

Environmental Policy, Compliance & Risk

Policy Framework and Implementation

The organisation is committed to responsible environmental management through resource efficiency, pollution prevention, waste reduction, biodiversity conservation, and regulatory compliance. Environmental objectives and targets guide operational practices and continuous improvement across the organisation.

Energy Consumption

Promote energy-efficient practices and integrate renewable energy into operations.

- Improve energy efficiency by 5% per ton of production by 31 March 2028, with 60% implementation of energy audit recommendations within 3 years.
- Increase renewable energy adoption to 3% per ton of production by 31 March 2028.

GHG Emissions

Reduce carbon emissions and engage stakeholders in mitigation initiatives.

- Achieve a 3% reduction in carbon emissions per ton of production by 31 March 2028.
- Reduce stakeholder-related GHG emissions by 1%.
- Train 3% of stakeholders on GHG reduction by 31 March 2028.

Air Pollution

Adopt advanced emission-control systems to maintain air quality.

- Install OCEMS by 31 March 2025.
- Ensure 100% air-pollutant monitoring as per CPCB requirements.
- Maintain 100% compliance with prescribed air-emission limits.

Water Management

Manage water consumption efficiently and minimise liquid discharge impacts.

- Limit water consumption to ≤ 75 KL per ton of production.
- Maintain treated discharge at ≤ 40 KL per ton.
- Ensure 100% compliance with GPCB water-discharge norms.
- Maintain 100% compliance with the API discharge limit of ≤ 0.05 mg/L.

Waste Management

Strengthen waste reduction, reuse, recycling, and safe disposal practices.

- Achieve 100% reuse/recycling of spent carbon and residues.
- Reduce hazardous and non-hazardous waste by 1% per ton of production by 31 March 2028.
- Maintain contaminated-container waste at ≤ 0.299 MT per ton annually.

Biodiversity

Promote afforestation and biodiversity awareness through training.

- Plant 2,500 trees by 31 March 2028.
- Train 3% of suppliers on biodiversity protection.

Product Life Cycle & Environmental Impacts

Promote responsible production and assess environmental impacts throughout the product life cycle.

- Train 3% of customers on product life-cycle and environmental impacts by 31 March 2028.
- Achieve 100% take-back of expired goods.
- Conduct a Life Cycle Assessment (LCA) for at least one product and improve its performance against the baseline.

Customer Health & Safety

Ensure product safety and prevent customer health and safety incidents.

- Target zero customer complaints/incidents annually.
- Train 3% of customers on health and safety by 31 March 2028.

Promotion of Sustainable Consumption

Educate consumers on environmental responsibility and sustainable consumption.

- Train 3% of customers on sustainable consumption practices by 31 March 2028.

API Discharge

Continuously improve manufacturing processes to reduce API waste generation.

- Implement robust controls to prevent accidental API releases.
- Maintain zero API discharge into the environment through FY 2027–28, considering FY 2022–23 as the baseline year.
- Ensure effective control technologies are installed and operational at 100% of emission points by the end of FY 2024–25.
- Achieve 100% take-back of expired Active Pharmaceutical Ingredients (APIs) compared with the FY 2022–23 baseline, maintaining this practice annually in accordance with the Product Recall Procedure.

Implementation Responsibility

The integrated environmental policy at Ami Lifesciences Pvt. Ltd. is implemented through the collective responsibilities of key functional heads. The Chief Sustainability Officer ensures alignment with ESG principles, legal compliance, and continuous improvement.

The EHS Head oversees safe workplace practices and hazard reduction, while the Production Head ensures adherence to environmental guidelines and promotes resource efficiency.

The Procurement Head supports supplier compliance, sustainable sourcing, and environmental impact assessments, embedding environmental responsibility across all departments.



Environmental Governance, Compliance and Risk Management

Environmental performance is a governed outcome. Every figure in this chapter has a named owner, a documented method, a review cycle and a control that can be tested. This section describes the structure that produces them.

Governance structure

BOARD OF DIRECTORS
Approves environmental policy, strategy and targets; reviews ESG performance and material environmental risk

DIRECTOR & CHIEF SUSTAINABILITY OFFICER
Owns the environmental roadmap; reports directly to the Board on progress against published targets

EHS FUNCTION
Environmental management systems, monitoring, permitting, audits, incident response and programme approval

CROSS-FUNCTIONAL ENVIRONMENT COMMITTEE
Production, Utilities, R&D, Quality, Engineering, Procurement — programme design and implementation

SITE OPERATIONS
Day-to-day operation of controls, data capture at source, first-line observation

How environmental programmes are governed

Environmental initiatives at AMI Lifesciences are not managed as campaigns. Each is documented as a formal programme within our internal Environment Management Programme framework, and each carries a defined objective, a documented before-and-after position, quantified savings, an approval signature, a review date and a scheduled annual re-review. A programme is retained only where the measured position confirms the saving; it is revised or withdrawn where it does not.

Programme domain	Programmes maintained
Energy generation, consumption and fuel	13
Water withdrawal, reuse and recharge	4
Materials, recovery and waste generation	9
Air quality, odour, volatile organic compounds, dust and noise	11
Green chemistry and process redesign	6

Management systems and compliance framework

Our environmental management system is certified to ISO 14001:2015, our energy management system to ISO 50001:2018, and our occupational health and safety system to ISO 45001:2018. These operate alongside ISO 9001:2015 and our GMP quality systems, and are audited together rather than separately, because in practice the same controls serve both.

We operate under Consent to Establish and Consent to Operate issued by the Gujarat Pollution Control Board, and comply with the Water (Prevention and Control of Pollution) Act 1974, the Air (Prevention and Control of Pollution) Act 1981, the Environment (Protection) Act 1986 and the Hazardous and Other Wastes (Management and Transboundary Movement) Rules 2016.

Compliance and assurance	FY 2023–24	FY 2024–25	FY 2025–26
Operational sites assessed for environmental risk (%)	100%	100%	100%
Compliance with GPCB discharge parameters (%)	100%	100%	100%
Deviation from prescribed air limits under Consent to Operate (%)	0%	0%	0%
Environmental complaints received	Zero	Zero	Zero
Environmental non-compliances, fines or penalties	Zero	Zero	Zero

Compliance and assurance	FY 2023–24	FY 2024–25	FY 2025–26
Operational sites with ISO 14001 certification (%)	100%	100%	100%
Operational sites with ISO 50001 certification (%)	0%	100%	100%
External energy audit and 60% implementation of measures (%)	100%	100%	100%
Workforce trained on environmental issues (%)	100%	100%	100%
Buyers trained on sustainable procurement (%)	100%	100%	100%
Personnel trained on GHG accounting (man-hours)	24	212	168
Independent assurance of environmental disclosures	Yes	Yes	Yes

Environmental risk management

Material environmental risks are held in our enterprise risk register alongside financial, regulatory and commercial risk, and are reviewed by the Board. The register distinguishes between risks to the environment arising from our operations and risks to our business arising from environmental change — the double-materiality view that informs our disclosure.

Climate transition

- Customer and regulatory expectations on carbon intensity; potential carbon pricing; supplier qualification thresholds
- Renewable electricity transition, waste-derived boiler fuel, demand-side efficiency programmes, GHG inventory verified to ISO 14064-1:2018 (Chapter 3)

Climate physical

- Rainfall variability and heat stress affecting water availability and cooling efficiency in Gujarat
- Rainfall variability and heat stress affecting water availability and cooling efficiency in Gujarat

Water security

- Industrial water restriction would constrain production and supply continuity to regulated markets
- Reuse of treated effluent to utilities, purified-water substitution, recharge exceeding design capacity, ZLD feasibility under assessment (Chapter 4)

Water quality

- Active Pharmaceutical Ingredient residues in treated effluent carry regulatory and ecological consequence
- Multi-stage treatment with reverse osmosis and evaporation, NABL-accredited third-party testing, quarterly borewell sampling (Chapter 4)

Chemical and process

- Hazardous reagent handling, operator exposure and reactive incident risk
- Reagent substitution hierarchy, process step elimination, engineered containment, VOC detection with alarm (Chapters 5 and 7)

Energy

- Grid dependence, tariff exposure and thermal fuel availability
- Solar power purchase agreements, waste-derived briquette fuel, ISO 50001 energy review (Chapter 3)

Waste and circularity

- Rising hazardous waste volumes on production growth; landfill dependence
- Solvent recovery, second-crop extraction, co-processing routes, landfill diversion targets (Chapter 6)

Value chain

- Upstream performance not yet measured to the standard of our own operations
- Spend-weighted supplier ESG assessment, Supplier Code of Conduct at onboarding, PSCI Principles alignment



Energy Management & Renewable Energy

32.16% Renewable share of electricity consumed

8.96 mn kWh Renewable electricity consumed

370.58 GJ/t Energy intensity, down 18.3%

15,099 MT Waste-derived boiler fuel consumed

Energy is the largest determinant of our carbon footprint and, after raw materials, our largest operating input. Our climate strategy therefore works on three fronts in sequence: reduce the demand, decarbonise the supply, and measure both to a standard our customers and assurance providers can test.

Climate strategy and governance of the inventory

Our greenhouse gas inventory is prepared in accordance with the GHG Protocol Corporate Standard and the Corporate Value Chain (Scope 3) Standard, and is verified against ISO 14064-1:2018 by third-party consultants.

It consolidates on an operational-control basis and covers grid and renewable electricity, all stationary and mobile fuels, refrigerants, purchased industrial gases, manufacturing operations, solvent recovery, chiller operations, utilities, research and development, logistics, offices and canteen operations.

Emissions data is captured through integrated carbon accounting systems that consolidate inputs across operational domains, supported by continuous monitoring on critical emission sources with automatic alerts when a parameter deviates from its permissible threshold.

Reading this chapter: production is the denominator

Production volume rose from 759.51 MT in FY 2024–25 to 890.52 MT in FY 2025–26, an increase of 17.25%. Almost every absolute environmental figure in this report has to be read against that number.

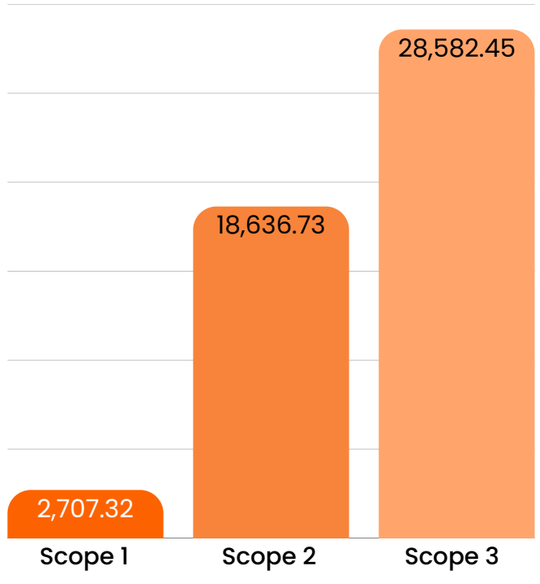
An absolute total that rises more slowly than 17.25% represents an efficiency gain; one that rises faster represents a loss; one that falls while production rises represents genuine decoupling.

We present both the absolute and the intensity figure for every material indicator so that the reader can make that judgement rather than take ours.

Production	FY 2023–24	FY 2024–25	FY 2025–26
Product volume (MT)	613.35	759.51	890.52

Climate strategy and governance of the inventory

Emissions	FY 2023–24	FY 2024–25	FY 2025–26
Scope 1 emissions (tCO_2e)	1684	1,986.05	2,707.32
Scope 2 emissions (tCO_2e)	14,347.45	18,031.21	18,636.73
Scope 1 + Scope 2 emissions (tCO_2e)	16,031.38	20,017.26	21,344.04
Scope 3 emissions — total (tCO_2e)	9,438.62	24,209.48	28,582.45
GHG emissions intensity (tCO_2e per tonne of product)	26.14	26.36	23.97
Personnel trained on GHG accounting (man-hours)	24	212	168



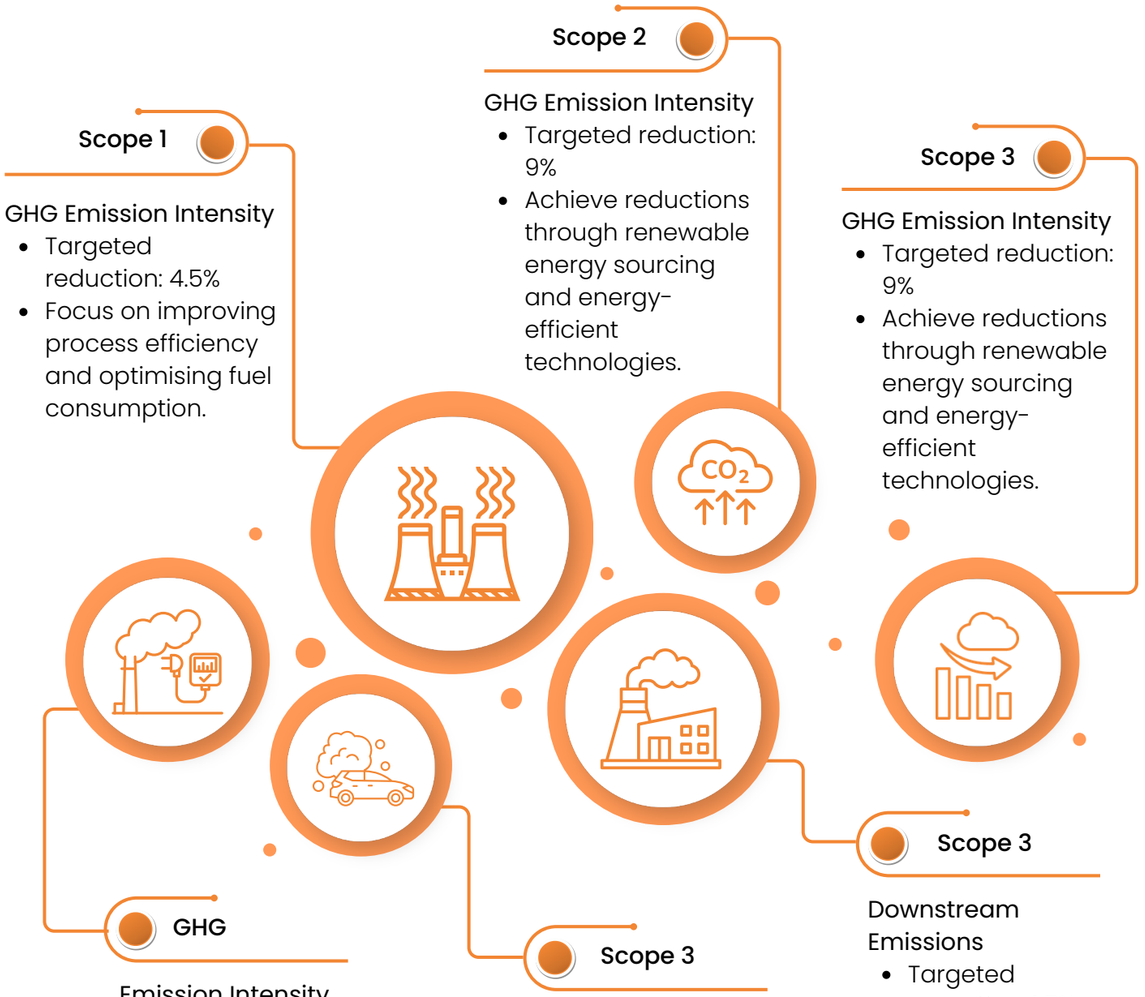
23.97 tCO_2e

GHG emissions intensity (tCO_2e per tonne of product)

Emissions avoided are calculated on the Scope 2 market-based approach using the Central Electricity Authority grid emission factor, with each unit of solar generation treated as displacing an equivalent grid unit.

GHG Emission Reduction Targets

FY 2027–2028 compared to baseline FY 2022–2023



The FY 2024–25 movement illustrates why we publish both measures. Absolute Scope 1 and Scope 2 emissions increased from 16,031.38 to 20,017.26 tCO_2e, an increase of 24.9%. Over the same period, production volume increased by 23.8%, from 613.35 to 759.51 tonnes. As emissions increased at a slightly higher rate than production, GHG emission intensity increased marginally from 26.14 to 26.36 tCO_2e per tonne. However, intensity remained 9.9% below our FY 2022–23 baseline of 29.26 tCO_2e per tonne.

Read alone, the absolute figure suggests deterioration; read against production, it shows the opposite. Intensity is the measure that isolates efficiency from growth, and it is the measure against which we ask our operations to be judged.

FY 2025–26 emissions data is being finalised through our annual carbon audit and third-party verification, and will be published on completion. The underlying drivers reported in this chapter — renewable electricity at 32% of consumption, diesel consumption down 46.1%, energy intensity down 18.3% and briquette intensity down 9.7% — all point in the direction of a further intensity improvement, but we will not publish an emissions figure before it has been verified.



Energy Management

32.16%
OF ELECTRICITY FROM RENEWABLE SOURCES

8,441,878kWh
OF SOLAR GENERATED IN FY 2025–26

Why This Matters to Our Business

Making an Active Pharmaceutical Ingredient takes a great deal of energy. Reaction heating and cooling, solvent distillation and recovery, drying, and the environmental controls a compliant pharmaceutical facility must run all draw continuously on electricity and steam. Energy is our largest operating input after raw materials, and it determines most of our carbon footprint.

Energy is also becoming a condition of supply. We serve customers in more than 60 countries, and many are innovator pharmaceutical companies with science-based emissions commitments that reach into their supply chains. They now assess the carbon intensity of the APIs they qualify, and they audit our energy data alongside our quality systems. A measured and improving energy position affects whether we are qualified, whether we are retained, and what our operations cost over time.

This section covers how we govern energy, where it comes from and how our fuel mix has changed. Section 32 covers the engineering behind our consumption reductions.

Our Energy Management Approach

We manage energy through a certified system rather than through campaigns. Ami Lifesciences holds ISO 50001:2018 certification for energy management. Every energy initiative is documented, approved and reviewed under our internal Environment Management Programme framework, and each carries a defined objective, a before-and-after position, quantified savings, an approval date and a scheduled annual review. Thirteen of these programmes deal directly with energy generation, energy consumption or fuel.

Third-party consultants verify our annual energy and carbon audit, which follows the GHG Protocol Corporate Standard and ISO 14064-1:2018. It covers grid and renewable electricity, all fuels, refrigerants, manufacturing operations, solvent recovery, chiller operations, utilities, research and development, logistics, offices and the canteen.

Our Total Energy Consumption

We track energy in absolute terms and per tonne of production. Absolute consumption rises as the business grows; intensity shows whether each tonne is produced more efficiently than before.

Parameter	FY 2023–24	FY 2024–25	FY 2025–26
Total energy consumption (GJ)	290,070.41	330,015.25	352515.00
Energy intensity (GJ per tonne of production)	472.93	434.52	395.90
Total electricity consumed (kWh)	23,606,314	25,090,600	26,248,910
Electricity per tonne of production (kWh/tonne)	38,482.44	33,035.25	29,475.94
Diesel consumed (litres)	23,565	29,059	22,101

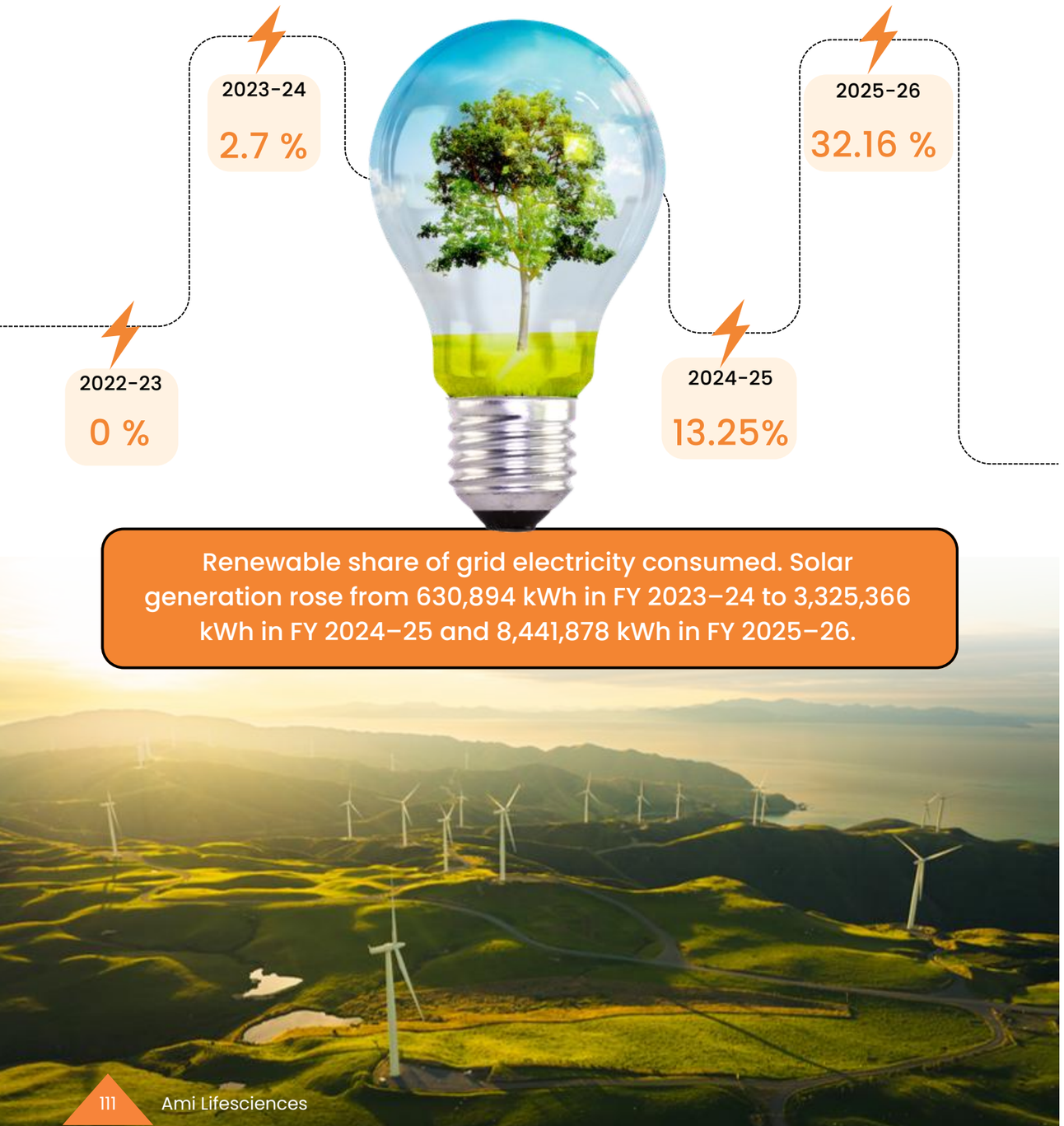
Total energy consumption rose 13.8%, from 290,070.41 GJ in FY 2023–24 to 330,015.25 GJ in FY 2024–25, on higher production volumes and expanded output. Energy intensity fell over the same period from 472.93 to 434.52 GJ per tonne, an improvement of 4.1%, and now stands 13.5% below our FY 2022–23 baseline of 524.58 GJ per tonne. Electricity per tonne fell more sharply still, from 38,482.44 to 29,475.94 kWh.

Absolute consumption therefore tracks the growth of the business while the energy needed for each tonne of Active Pharmaceutical Ingredient continues to fall. Intensity is the measure our operations are held to, and it is the basis of the FY 2028 Roadmap target set out at the end of this section.



The Renewable Transition

Until FY 2022–23, Ami Lifesciences drew no electricity from renewable sources. Following a formal assessment, a 2,000 kW AC / 2,600 kW DC solar generation plant was commissioned under a third-party power purchase arrangement, with committed generation contracted against a defined installed capacity. Renewable supply commenced in February 2024. FY 2025–26 was the first full year in which the expanded arrangement operated at scale.



Renewable share of grid electricity consumed. Solar generation rose from 630,894 kWh in FY 2023–24 to 3,325,366 kWh in FY 2024–25 and 8,441,878 kWh in FY 2025–26.

Renewable generation and consumption over three years:

Parameter	FY 2023–24	FY 2024–25	FY 2025–26
Total renewable (solar) energy generated (kWh)	630,894	3,325,366	8,441,878
Total renewable (solar) energy generated (GJ)	2,271.21	11,971.31	30,390.76
Renewable share of grid electricity consumed (%)	2.7%	13.25%	32.16%
Installed solar capacity contracted	2,000 kW AC / 2,600 kW DC	2,000 kW AC / 2,600 kW DC	2,000 kW AC / 2,600 kW DC

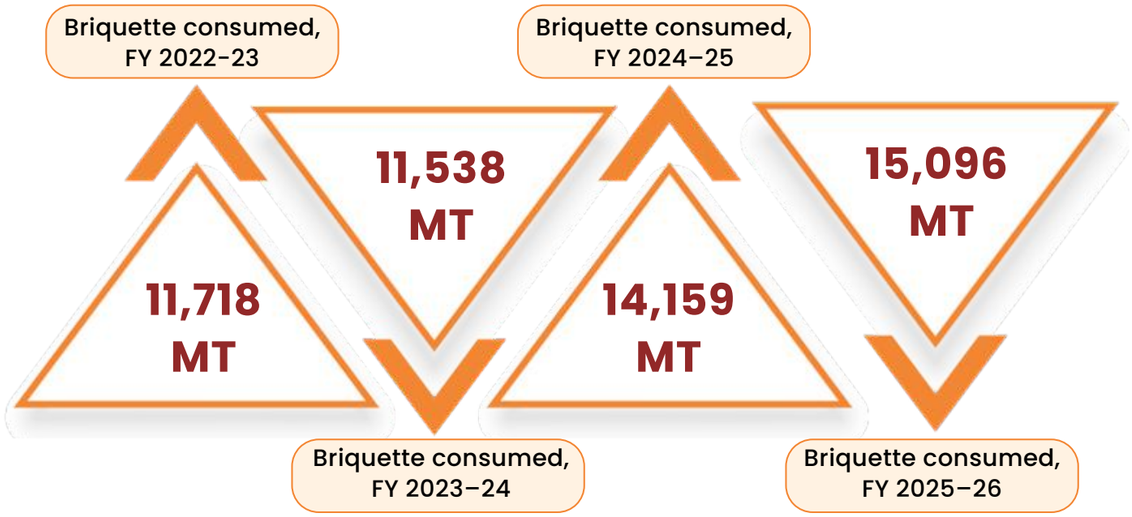
We generated 8,441,878 kWh of solar electricity in FY 2025–26, or 30,390.76 GJ. That is 2.5 times the FY 2024–25 figure and more than thirteen times the 630,894 kWh generated in FY 2023–24, the first partial year of operation. Gigajoules are converted at 0.0036 GJ per kWh.

Monthly solar generation, FY 2025–26

Solar met more than a third of our electricity demand for six consecutive months from October 2025, peaking at 64.06% in December. Generation is much lower in the first quarter, when pre-monsoon and monsoon conditions cut solar yield. The annual figure of 32.16% sits between these two very different halves of the year. A further solar project is under installation at Godhra, Gujarat, again with a third-party developer under a committed-generation agreement. We will report its output in our FY 2026–27 disclosure.

Fuel: Waste-Derived in Place of Virgin Resource

Three boilers meet our steam demand. When we selected them, we specified technology able to fire bio-fuel briquettes, a fuel made from agricultural and industrial waste residues, instead of natural gas, wood or other virgin resources. All three run on waste-derived fuel.



Briquette use rose **6.6%** year on year as production increased. Because briquette is biogenic and waste-derived, that growth carries a lower carbon burden than the same expansion in natural gas or coal. Section 35 describes the particulate controls fitted to the boiler.

Transport and Standby Power

Beyond the plant boundary, we have addressed the two remaining liquid-fuel loads: standby generation and the vehicle fleet.

- **Diesel generator optimisation.** Generator running hours were reduced by 56% between the September 2022 – February 2023 period and the April – August 2022 baseline. In FY 2023–24 running hours fell a further 40%, saving 290 litres of diesel. The generator set is housed in an acoustic enclosure within a separately walled and roofed area.
- **Bus fleet fuel reduction.** Employee transport rationalisation reduced diesel consumption by 40,327 litres in FY 2023–24.
- **CNG conversion.** Company vehicles have been progressively converted to Compressed Natural Gas. Across the converted fleet, petrol displaced by CNG totalled 132 and 540 litres in FY 2023–24, 187 and 816 litres in FY 2024–25, and 221 and 335.40 litres in FY 2025–26, across 10,296 km and 15,600 km of vehicle operation respectively. In one application, diesel consumption was eliminated entirely, with 114 litres of diesel replaced by 68.4 kg of CNG.

Refrigerant Selection

Refrigerant choice affects both energy use and climate impact. Our systems run on R32 rather than R410A or R22. R32 has a substantially lower Global Warming Potential and negligible ozone-depletion impact, and its higher thermodynamic efficiency means the same cooling duty draws less electricity.

INNOVATION SPOTLIGHT · Powering an API plant on solar	
The challenge	Pharmaceutical manufacturing needs uninterrupted, high-quality power. Reactors, chillers, air handling units and environmental controls cannot take a supply interruption without risking batch integrity and GMP compliance. That has made renewable adoption difficult for API manufacturers, who put supply reliability ahead of energy source.
What we did	Rather than build captive generation and carry the reliability risk ourselves, we contracted a 2,000 kW AC / 2,600 kW DC solar plant with a third-party developer under a committed-generation power purchase agreement. The developer is responsible for delivering contracted output from a defined installed capacity, and our facility keeps full grid backup. A second project at Godhra, Gujarat is under installation on the same model.
Measured outcome	Renewable share of grid electricity rose from 13.25% in FY 2024–25 to 32.16 % in FY 2025–26, on 8,441,878 kWh generated. Solar met more than a third of demand for six consecutive months from October 2025, peaking at 64.06% in December.
Environmental impact	We completed the transition without interrupting manufacturing, without changing GMP-critical utility reliability, and without capital expenditure on generation assets.

Energy Management & Renewable Energy

- Commission the Godhra solar project and report the resulting renewable share
- Publish total energy consumption in gigajoules and gigajoules per tonne of production, so that energy performance can be read as an intensity measure
- Extend ISO 50001 energy review coverage to logistics and warehousing operations
- Continue evaluation of biomass and waste-derived fuel alternatives for remaining thermal loads

Our FY 2028 Roadmap targets for this area

Improve energy efficiency by 5% per tonne of production — **By 31 March 2028**
Implement 60% of energy audit recommendations — **Within three years**
Increase renewable energy adoption to 3% per tonne of production — **By 31 March 2028**

Green Manufacturing & Energy Efficiency

1,309,382

Total energy saving kWh OF ELECTRICITY SAVED IN FY 2025–26

938 tCO_2e

AVOIDED THROUGH PROCESS REDESIGN

Why This Matters to Our Business

Energy we never use costs nothing, emits nothing, and in a regulated facility needs no validation. For an Active Pharmaceutical Ingredient manufacturer, running existing qualified equipment more intelligently is far easier than installing new plant. It usually avoids revalidation, and it leaves product quality and supply commitments untouched.

Our customers hold us to firm delivery schedules for materials that enter regulated medicine supply chains. We will not adopt an efficiency measure that puts batch consistency or on-time delivery at risk. Each initiative in this section was assessed for quality and supply impact before implementation, and kept only once a measured before-and-after position confirmed the saving with no loss of output.

The FY 2025–26 Efficiency Position

kWh saved — variable speed drives	522,545
kWh saved — chiller rationalisation	611,719
kWh saved — batch-size increase	175,118
steam saved — effluent segregation	179,219 kg

A fifth programme, temperature-based operation of the Solvent Recovery Plant cooling tower, delivered 10,969 kWh at commissioning and has been sustained since. The effluent stream segregation programme also saves 12,550 kWh of electricity a year alongside the steam saving shown above.

Matching Equipment to Actual Duty

01 **Variable Frequency Drives on cooling tower pumps**

Cooling tower pumps at the Solvent Recovery Plant ran at full capacity with no way to respond to actual process cooling demand. We fitted Variable Frequency Drives to the pump panels and set frequency to maintain required flow rather than maximum flow.

BEFORE	AFTER	OUTCOME
100 HP cooling tower pump running continuously at full duty, averaging 1,932 kWh per day regardless of actual process cooling demand.	Variable Frequency Drives installed on pump panels; frequency set to maintain required flow. Average consumption reduced to 500 kWh per day.	522,545 kWh saved in FY 2025–26, with the programme fully sustained across the full financial year.

02 **Chill water plant rationalisation**

Six chilled water plants originally supplied the production blocks. A duty assessment showed that three could carry the full load without reducing chilled water availability to the process. We took three plants permanently out of service and re-routed the supply: CHP 1419 now serves Plants 7A, 10 and 6, and CHP 1416 serves Plants 2 and 9.

BEFORE	AFTER	OUTCOME
Six chilled water plants in service, consuming 1,527,480 kWh across the two re-routed circuits.	Three plants in service on the same circuits, consuming 915,761 kWh, with chilled water availability to production unchanged.	611,719 kWh saved in FY 2025–26 across the two re-routings.

A parallel change at the Solvent Recovery Plant cooling tower reduced two operating cells to one, with the second set to start only above 30°C. It delivered 10,969 kWh at commissioning and has been sustained since.



Process Redesign

Batch-size increase

Batch sizes across six product stages sat below the delivery capacity of the qualified equipment in use, so the same fixed electrical load produced less output. After assessment, and once we had confirmed that product quality attributes were unaffected, we increased batch sizes to the maximum the existing equipment could deliver.

Product & stage	Batch size before (kg)	Batch size after (kg)	Power reduced (kWh/kg)	FY 2025–26 saving (kWh)
AME I	375	700	1.38	5,978
AME II	700	1,400	0.41	3,707
BTE I	200	400	2.78	88,085
BTE II	180	200	0.04	490
BTI I	600	800	1.78	36,029
FBR II	200	550	1.25	40,829
TOTAL				175,118

Calculated in accordance with ISO 14064 and the GHG Protocol, this intervention avoided **127.58(125.00 MT) tCO2e** in FY 2025–26, compared with 80.77 tCO2e in FY 2024–25, as the programme extended across a larger share of the production schedule.

Effluent stream classification

All effluent was previously collected in a single stream and classified as High Chemical Oxygen Demand. Treating it required a stripper, a Multi Effect Evaporator and an Agitated Thin Film Dryer before the condensate could reach the Effluent Treatment Plant. That train is both electricity and steam intensive.

Assessment showed that several streams were in fact Low COD and needed no High COD treatment at all. We installed dedicated pipelines from the point of generation to the Effluent Treatment Plant collection tank.

STEP 1
Segregate 1,433.75 KL of Low COD effluent at source

STEP 2
Dedicated pipeline direct to the Effluent Treatment Plant

STEP 3
Electricity falls from 30.5 to 8.99 kWh per KL

STEP 4
Steam requirement falls from 125 kg per KL to nil

The programme saves 30,840 kWh of electricity and 179,219 kg of steam a year. It has run without variation from FY 2023–24 through FY 2025–26.

Waste Heat Recovery

The Multi Effect Evaporator was designed to draw 1,100 kg of steam per hour. We re-routed Agitated Thin Film Dryer condensate as pre-heated feed, shortened the pipe route, and completed a full insulation assessment and remediation to eliminate heat loss. Steam consumption fell in stages: to 700 kg per hour in 2022, and to 535.9 kg per hour from April 2023 onward.

1,100 kg/hr	535.9 kg/hr	13,560 kg/hr	51.3%
Design steam demand	Actual steam demand, sustained	Design steam demand	Design steam demand

INNOVATION SPOTLIGHT ·Doing more with the plant we already have	
The challenge	Six chilled water plants supplied the production blocks, and cooling tower pumps at the Solvent Recovery Plant ran at full duty continuously. Both had been sized conservatively, as often happens in pharmaceutical facilities where chilled water availability governs reaction control and product quality. Neither could respond to actual demand.
What we did	We ran a duty assessment across both systems. Variable Frequency Drives went onto the cooling tower pump panels so that flow tracks process requirement. Three of the six chilled water plants came permanently out of service, and the remaining three were re-routed to cover all production blocks. We verified that chilled water availability to the process was unchanged before making either change permanent.
Measured outcome	These two interventions saved 1,134,264 kWh in FY 2025–26, with a further 10,969 kWh from temperature-based operation of the Solvent Recovery Plant cooling tower.
Environmental impact	More than a million kilowatt-hours of electricity no longer generated, transmitted or consumed, with no new plant, no additional capital equipment and no change to production output or product quality.

Green Manufacturing & Energy Efficiency

- Extend Variable Frequency Drive coverage to remaining pump and fan loads outside the Solvent Recovery Plant
- Complete duty assessment on compressed air and heating, ventilation and air conditioning systems
- Extend the batch-size optimisation methodology to additional product stages, subject to quality assessment
- Report energy saved as a percentage of total consumption each year, so that the efficiency programme can be read as a trend

The efficiency programmes described in this section contribute directly to the FY 2028 Roadmap target of a 5% improvement in energy efficiency per tonne of production, reported in Section 31.



Water Stewardship

24,037 m^3

RAINWATER HARVESTED

19,654 KL

OF WASTEWATER RETURNED TO PROCESS

Why This Matters to Our Business

In pharmaceutical manufacturing, water is a raw material rather than a utility. Purified water is a specified input to our Active Pharmaceutical Ingredient processes, tested and controlled under Good Manufacturing Practice, and the quality of water entering a reaction cannot be separated from the quality of the medicine that eventually reaches a patient. Water also carries our effluent, and regulators and customers across the industry now scrutinise how much Active Pharmaceutical Ingredient residue that effluent contains.

Our facility sits in Gujarat, where industrial water security is an operational constraint rather than a theoretical risk. Any restriction on availability would constrain production immediately, and with it the continuity of supply our customers depend on for regulated medicine markets. We therefore work on three fronts at once: use less, reuse more, and put water back into the aquifer we draw from.

Our Water Management Approach

We draw water for process operations, cooling, boiler feed, cleaning, laboratory use and domestic requirements. Four dedicated water programmes sit within our Environment Management Programme framework, reviewed and approved annually by the Environment, Health and Safety function. We conduct annual water audits and measure performance against the operating targets in our environmental policy: water consumption at or below 75 KL per tonne of production, treated discharge at or below 40 KL per tonne, full compliance with Gujarat Pollution Control Board discharge norms, and Active Pharmaceutical Ingredient discharge below 0.05 mg/L.



Our Water Footprint

We track four measures: total water consumed, wastewater treated and returned to process, net freshwater withdrawn, and water used per tonne of production. Together they show whether rising production is being met from fresh abstraction or from water we have already used once.

Parameter	FY 2023–24	FY 2024–25	FY 2025–26
Wastewater treated and reused (KL)	14,447	16,580	19,654
Total water consumed (KL)	31,968	32,667	32590
Water intensity (KL per tonne of production)	52.16	43.02	36.59
Rainwater harvested (KL)	7,568	7,450	24,037

Total water consumed rose 3.5%, from 31,995 KL in FY 2023–24 to 32,667 KL in FY 2024–25, on higher production volumes and facility expansion. Water intensity fell over the same period from 43.02 to 36.59 KL per tonne, an improvement of 1.09%, and now FY 2022–23 baseline of 52.16 KL per tonne.

Rainwater Harvesting and Groundwater Recharge

Ami Lifesciences previously operated without a rainwater harvesting system, relying on water extraction to meet its manufacturing requirements. Following an assessment by a third-party consultant, the company implemented a rainwater harvesting and groundwater recharge system with an initial design capacity of 7,450 m³ per year. In FY 2025–26, the Environmental Management Programme documented two rainwater harvesting systems with a combined design capacity of 27,519 m³ per year. The company reported actual groundwater recharge of 24,037.49 m³ during the year.

27,519 m³
Total design recharge capacity

931 mm
Total design recharge capacity

Ami Lifesciences reported actual groundwater recharge of 24,037.49 m³ in FY 2025–26, compared with 7,450 m³ in FY 2023–24, when the original rainwater harvesting system had a design recharge capacity of 7,450 m³ per year. The Environmental Management Programme records annual rainfall of 931 mm for FY 2025–26, compared with 207 mm in FY 2023–24. The increase in groundwater recharge coincided with higher rainfall and the presence of two rainwater harvesting systems. Rainfall data is attributed to the India Meteorological Department, Vadodara district.

Wastewater Reuse

Treated water from the Effluent Treatment Plant was historically not returned to process. We installed a Reverse Osmosis plant within the Effluent Treatment Plant so that permeate could be reused as make-up water in the cooling towers and boilers. We chose this application deliberately: cooling tower and boiler make-up are non-GMP utility duties, so the reuse saves water without touching product-contact water systems.

14,447 KL
Reused, FY 2023–24

16,580 KL
Reused, FY 2024–25

19,654 KL
Reused, FY 2025–26

Each kilolitre of permeate returned to the cooling towers is a kilolitre of groundwater left in the aquifer.

Designing Water Out of the Process

Stages I, II and III of our DCE product family were specified to use purified water. Producing one kilolitre of purified water takes around 1.5 kilolitres of raw water, so every kilolitre avoided saves half a kilolitre again. Laboratory and process evaluation showed that process water met the requirements of these stages with no effect on product quality attributes, and we withdrew purified water from the specification.

Financial Year	Batches	Purified water avoided (KL)	Raw water to produce it (KL)	Net raw water saved (KL)
FY 2023–24 (September 2023 – March 2024)	87	461.10	691.65	230.55
FY 2024–25	79	426.10	639.15	213.05
FY 2025–26	116	619.70	938.94	319.24

This change saved 319.24 KL of raw water across 116 batches in FY 2025–26, 49.8% more than the previous year on higher batch volumes. It carries no ongoing capital or operating cost. Cumulative saving since inception stands at 762.84 KL.



Reducing Demand at the Point of Use

We replaced 134 manual free-flow taps across our Administration, Quality Assurance and Quality Control, Canteen and Research and Development buildings with auto-cut-off sensor taps, then upgraded them again with mist-spray nozzles. Flow per tap has fallen from free-flow, to 2.0 litres per minute on auto-sensor operation, to 0.2 litres per minute with mist-spray, a cumulative reduction of 3.8 litres per minute. Water saved rose from 16 KL in FY 2023–24 to 30.4 KL in FY 2024–25.

Effluent Treatment and Water Quality

All process effluent passes through a multi-stage Effluent Treatment Plant, with a separate Sewage Treatment Plant handling domestic streams. We treat all of the water we consume. The train combines primary, secondary and tertiary stages with reverse osmosis and evaporation, and is designed for the effluent profile of Active Pharmaceutical Ingredient manufacturing, where trace pharmaceutical residues must be removed rather than diluted.

Treated water then takes one of two routes. Permeate recovered through the Reverse Osmosis system returns to the cooling towers and boilers as make-up water. The remainder is discharged in compliance with Gujarat Pollution Control Board norms. Carbon filters were fitted to both the Effluent Treatment Plant and the Sewage Treatment Plant at the installation stage to control odour-bearing compounds at source.

COLLECT	TREAT	POLISH	REUSE OR DISCHARGE
Segregated effluent streams routed by COD load	Primary, secondary and tertiary stages	Reverse osmosis and evaporation	Permeate to utilities; balance to compliant discharge



Discharge quality performance

In-house and third-party laboratories test our discharge, and results are documented under the Water (Prevention and Control of Pollution) Act. Performance against each limit is set out below.

Financial Year	Regulatory limit	FY 2023–24	FY 2024–25	FY 2025–26
Total Suspended Solids (mg/L)	Below 600	32.20	18.41	11.27
Chemical Oxygen Demand (mg/L)	Below 2,000	238.08	266.56	358.59
Biological Oxygen Demand (mg/L)	Below 500	51.67	65.82	91.81
Ammoniacal Nitrogen (mg/L)	50	15.09	18.38	18.01
pH	6.0 to 9.0	Within range	7.40	7.52
Arsenic (mg/L)	0.2	Below detection limit	Below detection limit	Below detection limit
Lead (mg/L)	0.2 or below	Below detection limit	Below detection limit	Below detection limit
Active Pharmaceutical Ingredient discharge (mg/L)	0.05 or below	Not detected	Not detected	Not detected

Every parameter stayed within its regulatory limit across the reporting period, in most cases by a wide margin. Total Suspended Solids were recorded at 11.27 mg/L against a limit of 600 mg/L, and Chemical Oxygen Demand at 358.59 mg/L against a limit of 2,000 mg/L.

Active Pharmaceutical Ingredient discharge

Of all the water quality measures we track, Active Pharmaceutical Ingredient concentration in treated effluent matters most. Pharmaceutical residues reaching surface water or groundwater affect aquatic ecosystems and, in the case of antimicrobials, contribute to resistance. The Gazette of India notification of 23 January 2020 sets a limit of 0.05 mg/L for Active Pharmaceutical Ingredients in treated effluent.

We combine prevention, treatment and verification. Active Pharmaceutical Ingredient-intensive processes are periodically redesigned to cut loading at source. Effluent passes through multi-stage treatment including reverse osmosis and evaporation.

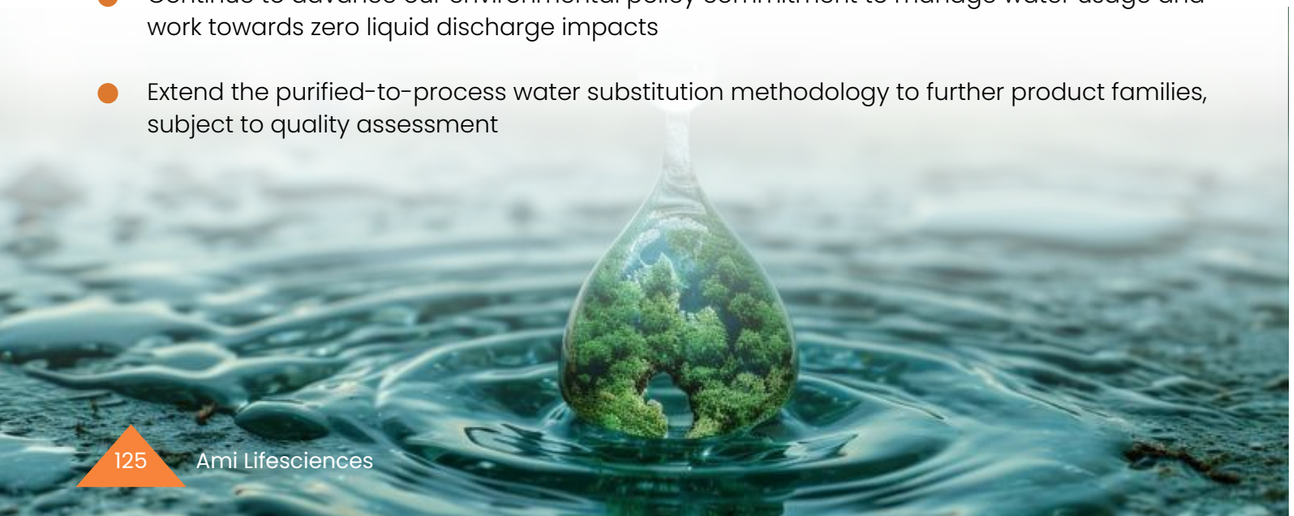
Flow meters and total organic carbon analysers provide real-time monitoring, and third-party Active Pharmaceutical Ingredient analysis is carried out in laboratories accredited by the National Accreditation Board for Testing and Calibration Laboratories. We sample groundwater from borewells next to the plant every quarter to confirm that our operations are not contaminating it.

Across the reporting period 2025-2026, Active Pharmaceutical Ingredient concentration in our final treated effluent was recorded as not detected against the 0.05 mg/L limit. Individual product residues, among them Fenofibrate, Venlafaxine Hydrochloride, Sevelamer Carbonate, Benfotiamine, Pancreatin, Hydroxyzine Hydrochloride and Amlodipine, each returned a not detected result.

INNOVATION SPOTLIGHT ·Removing purified water from an API process	
The challenge	Stages I, II and III of our DCE product family were specified to use purified water, a GMP-controlled input that has to be generated, tested and monitored. Producing a kilolitre of purified water takes around 1.5 kilolitres of raw water, so the specification carried a water penalty of fifty per cent above the volume the reaction actually used.
What we did	Our process development and quality teams tested whether process water met the requirements of these three stages. Laboratory and process trials showed no effect on product quality attributes, and we formally withdrew purified water from the specification for DCE Stages I, II and III.
Measured outcome	319.24 KL of raw water saved across 116 batches in FY 2025–26, up from 213.05 KL across 79 batches the previous year. Cumulative saving since inception is 762.84 KL.
Environmental impact	The saving is permanent and needs no capital equipment, no operating cost and no monitoring system, because the demand was designed out of the process rather than managed after the fact.

Water Stewardship

- Publish total water withdrawal, consumption and discharge in kilolitres, together with a water intensity metric per tonne of production
- Report wastewater reuse as a percentage of total wastewater generated, alongside the absolute volume
- Continue to advance our environmental policy commitment to manage water usage and work towards zero liquid discharge impacts
- Extend the purified-to-process water substitution methodology to further product families, subject to quality assessment



Waste & Circular Economy

7,526 KL
OF SOLVENT RECOVERED AND REUSED

47.93%
OF MATERIAL DEMAND MET FROM RECOVERED STREAMS

Why This Matters to Our Business

In Active Pharmaceutical Ingredient manufacturing, solvent is both the largest raw material input and the largest waste stream. Multi-step syntheses need solvent at every stage for reaction, extraction, crystallisation and washing, and the volumes routinely exceed the mass of product by an order of magnitude. A solvent molecule that is recovered and reused was never purchased, never transported, never incinerated and never became hazardous waste.

Recovery is also a quality question. Recovered solvent may re-enter a GMP process only where its purity is demonstrated against specification, so our recovery systems sit under the same analytical control as incoming raw materials. The circularity described here is not achieved at the expense of product quality; it is achieved inside the quality system, which is what makes it durable.

Our Waste and Circularity Approach

We follow a defined hierarchy: prevent generation at source through process design, recover and reuse within our own operations, and only then dispose responsibly through authorised channels.

PREVENT
Design the waste out of the process

RECOVER
Reuse within our own operations

SEGREGATE
Classify and route each stream

DISPOSE
Authorised TSDF or co-processing only

Nine programmes within our Environment Management Programme framework deal directly with material consumption, recovery or waste generation. We manage hazardous waste in full compliance with the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, and route it only to authorised Treatment, Storage and Disposal Facilities or co-processing units. Non-hazardous waste goes to licensed recyclers. Solvent waste is processed on site through our own recovery systems. Spill containment kits, emergency handling procedures and internal anomaly-detection monitoring are in place across the site, and waste handling and emergency response training is mandatory for all relevant employees.

Our Waste Footprint

Hazardous waste dominates our footprint, as it does across multi-step Active Pharmaceutical Ingredient synthesis. Process residues, spent carbon, distillation residues and effluent treatment sludge all require authorised handling. The table below separates hazardous from non-hazardous streams and shows how each is recovered or disposed.

Parameter (Metric Tonnes)	FY 2023–24	FY 2024–25	FY 2025–26
Total hazardous waste generated	6,417.04	9,698.88	5538.50
Total non-hazardous waste generated	56.58	60.30	349.83
Total Waste Generated	6,473.62	9,759.19	5888.33
Total hazardous waste recycled	2,675.92	3,433.77	3463.53
Total hazardous waste sent for pre-processing	684.42	1,942.96	237.70
Total non-hazardous waste recycled	56.58	60.30	349.83
Total waste recycled in the year	3,702.67	3,494.07	3463.53
Hazardous waste to landfill	3,056.71	4,322.15	1614.17
Waste from operations diverted from landfill (%)	47.63%	44.56%	58.23 %
Waste electrical and electronic equipment generated	0.00	1.26	0.0

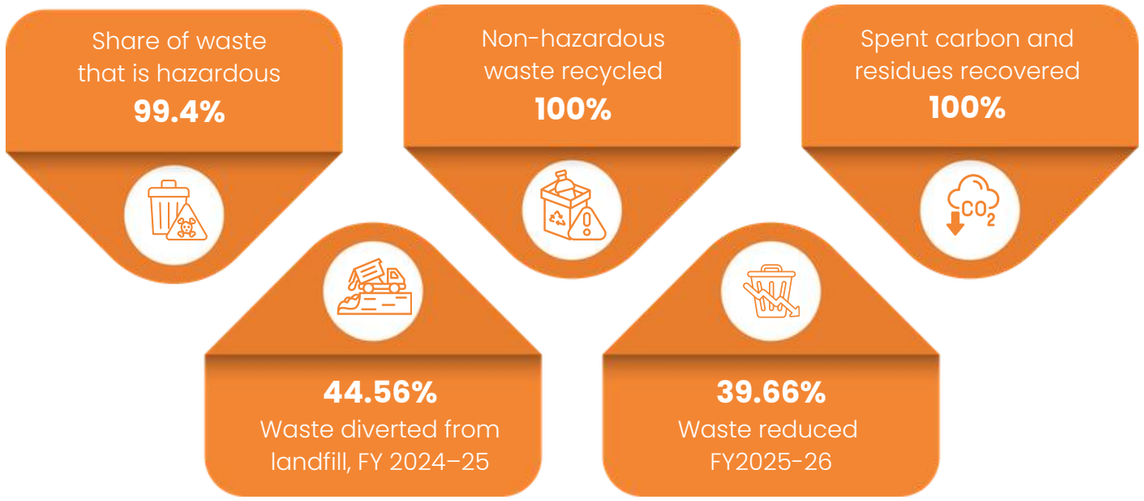
Total waste generated rose 50.8%, from 6,473.62 MT in FY 2023–24 to 9,759.19 MT in FY 2024–25, and 2025-2026 is total waste generated 5888.83 MT and reduced 39.66% .

The increase followed a significant scale-up in Active Pharmaceutical Ingredient and contract development and manufacturing output during the year; the additional waste came from higher batch volumes rather than from any loss of process efficiency.

FY 2023–24 had itself cut waste 15.0% against the FY 2022–23 baseline of 7,614.12 MT, through the process redesign and recovery systems described in this section.

Hazardous waste made up 99.4% of total waste generated in FY 2024–25, and non-hazardous waste 0.6%. We recycled all of the non-hazardous waste generated. Landfill diversion stood at 44.56%, down from 47.63% the previous year, and raising it is a stated priority set out at the end of this section.

We reused or recycled all spent carbon, distillation residue and process waste residue through sale to authorised co-processing units in each of the three reporting years, meeting the FY 2028 Roadmap commitment on this measure every year to date.

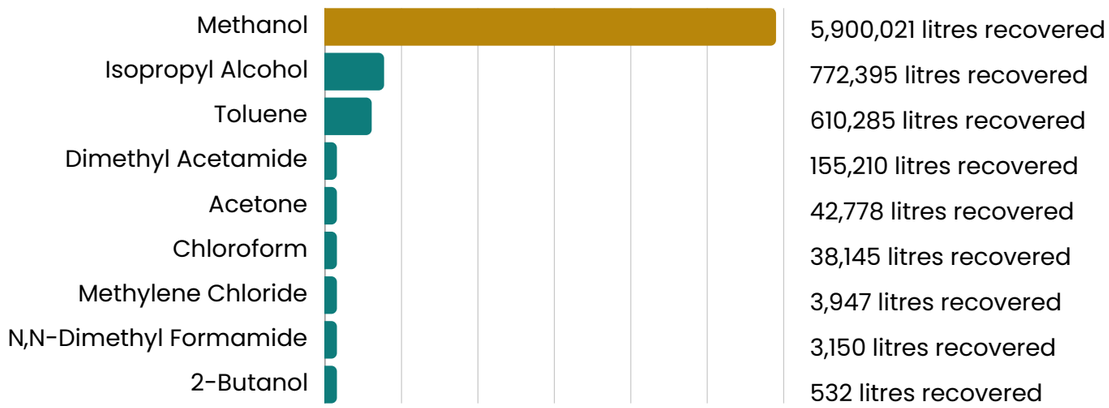


Solvent Recovery

Before January 2022 we operated no solvent recovery, and both fresh solvent consumption and waste solvent generation were correspondingly high. We commissioned an in-house recovery and reuse system and have expanded it every year since.

40.89%	43.89%	47.93%	7,526 KL
Recovery rate, FY 2023–24	Recovery rate, FY 2024–25	Recovery rate, FY 2025–26	Recovered and reused, FY 2025–26

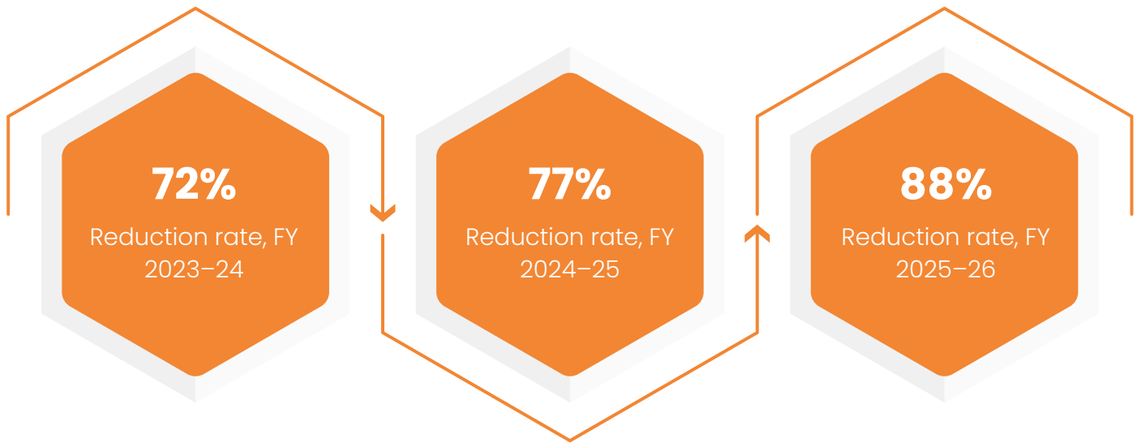
In FY 2025–26 we recovered and returned to process 7,526,462 litres of solvent and raw material, meeting 47.93% of total material demand from recovered streams, against total throughput of 15,704,205 litres. Fresh solvent consumption fell 6.3% year on year while total material throughput increased, indicating that the recovery system is absorbing production growth rather than scaling with it.



Methanol accounted for the largest share of recovery, with recovered volume exceeding fresh volume purchased. Recovered Toluene and Isopropyl Alcohol each came close to parity with fresh consumption.

Extending Recovery to Newly Introduced Products

A dedicated programme extends solvent recovery to newly identified products as they enter the manufacturing schedule, so recovery is designed in at introduction rather than retrofitted later. We measure it as the reduction in both fresh solvent consumption and waste solvent generation.



The programme cut both fresh solvent consumption and waste solvent generation by 6,115.76 KL in FY 2025–26. Products brought in during the year included CFT, OXE I, ACB, AMS, AMX, AMX-III, BRI-I, DFR, DFR-I, DIY, DIY-II, FBR, FBR-II and FBX. On several, recovered solvent exceeded fresh solvent: recovered Methanol on FBR-II reached 268,162 litres against 45,070 litres of fresh Methanol.



Increasing Output from the Same Input

Second-crop extraction on our CFT product recovers material from mother liquor that previously went straight to hazardous waste. Introduced after laboratory trial, it increases output from the same raw material input while reducing waste. Scaled from three batches in FY 2023–24 to twenty-five in FY 2025–26, it saved over 24 tonnes of Fenofibric acid, 19 tonnes of Choline base and 95,305 litres of Isopropyl Alcohol during the year.

Raw material saved through second-crop extraction	FY 2023–24 (3 batches)	FY 2024–25 (20 batches)	FY 2025–26 (25 batches)
CFT product recovered (kg)	2,513	2,513	2,606.30
Fenofibric acid (kg)	2,337	15,581	24,151
Choline base (kg)	1,860	12,398	19,217
Activated carbon (kg)	75	503	779
Isopropyl Alcohol (litres)	9,223	61,487	95,305
Hyflo (kg)	25	168	260

Eliminating a Process Step

In our ITH product, Stage II was a drying process performed between Stage I and Stage III. Evaluation confirmed that Stage III could follow Stage I directly with no effect on product quality, and we removed Stage II. Per eight batches, this eliminated 13,440 litres of methanol, 22,400 litres of Isopropyl Alcohol, and 16,000 litres of salt and hazardous mother liquor. Steam energy for the stage fell to zero, as did the manual handling risk, and cycle time shortened.

Packaging and End-of-Life

All Ami Lifesciences packaging is designed for dismantling and recyclability. It must first protect the integrity of a pharmaceutical ingredient in transit to customers worldwide, so recyclability is designed within that constraint rather than in place of it.

Eight principles govern our packaging design: begin with commonly recycled commodity materials, which for us are HDPE and aluminium; design from a single material so components separate easily; optimise the product-to-package ratio, with HDPE drums supplied in 10, 25, 50, 70 and 120 litre sizes; design for assembly at the point of manufacture; avoid gluing and lamination, which prevent material separation; design for disassembly with recycling guidance labelled; mark materials with in-mould recycle codes; and apply Life Cycle Assessment to understand supply-chain savings.

Packaging material	FY 2023–24 (nos.)	FY 2024–25 (nos.)	FY 2025–26 (nos.)	Status
HDPE Drums	81,548	104,763	68880	Dismantlable and recyclable
LDPE Bags	451,732	608,799	72717	Dismantlable and recyclable
Aluminium Bags	464	2,915	14329	Dismantlable and recyclable

We use recycled HDPE drums in place of fresh drums wherever product compatibility allows, cutting both virgin plastic consumption and plastic waste. In FY 2023–24 we reused 255 recycled drums across 38 batches, and in FY 2024–25, 85 recycled drums across 17 batches.

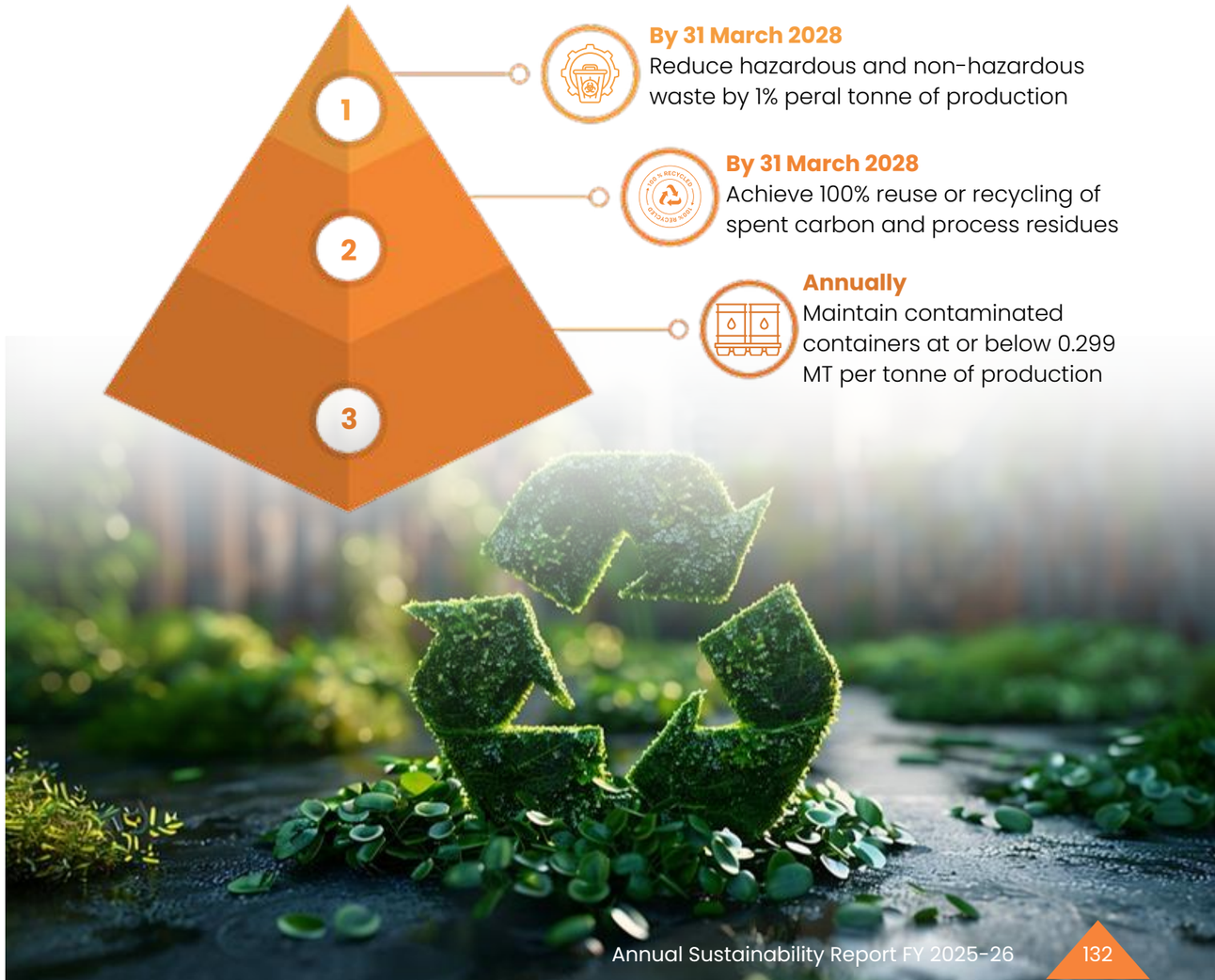
Within our Effluent Treatment Plant we have progressively replaced synthetic treatment chemicals with eco-friendly and biodegradable alternatives, including bio-culture and cow dung as biological treatment media alongside defoamer. This lowers chemical load in the treatment process and improves the biodegradability of the resulting sludge.

INNOVATION SPOTLIGHT · A solvent loop inside the quality system	
The challenge	Before January 2022 we ran no solvent recovery. Every litre of solvent used in our API syntheses was bought fresh and, once spent, became hazardous waste needing authorised disposal. For a multi-step API manufacturer, that was both the largest single materials cost and the largest waste stream on site.
What we did	We commissioned an in-house distillation-based recovery and reuse system and have expanded it every year since. Recovered solvent re-enters a GMP process only where its purity is demonstrated against specification, so the recovery system runs under the same analytical control as our incoming raw materials. A parallel programme designs recovery into new products at the point of introduction rather than retrofitting it later.
Measured outcome	Recovery rate rose from 40.89% in FY 2023–24 to 43.89%, then to 47.93% in FY 2025–26, with 7,526,462 litres returned to process during the year. On newly introduced products, fresh solvent consumption and waste solvent generation each fell 88%.
Environmental impact	Fresh solvent consumption fell 6.3% year on year while total material throughput increased, so the recovery loop absorbed production growth instead of scaling with it. Every litre recovered is a litre of solvent not purchased and a litre of hazardous waste not generated.

Waste & Circular Economy

- Publish total hazardous and non-hazardous waste generated in metric tonnes, together with a waste intensity metric per tonne of production
- Report waste diverted from landfill as a percentage, alongside existing reduction measures
- Extend second-crop extraction methodology to further product families, subject to quality assessment
- Increase the share of recycled packaging containers used in place of fresh containers

Our FY 2028 Roadmap targets for this area



Air Emissions & Pollution Prevention

11
ENGINEERED AIR AND NOISE CONTROLS IN OPERATION

23.7 dB
REDUCTION IN OPERATOR NOISE EXPOSURE

Why This Matters to Our Business

Air quality management in an Active Pharmaceutical Ingredient facility does two jobs at once. It keeps process emissions, solvent vapour and particulates away from the surrounding community and the wider environment. It also protects the people inside the plant and, through containment and ventilation discipline, protects the products from cross-contamination, a core requirement of Good Manufacturing Practice.

Regulators inspect our facility and pharmaceutical customers audit it, and both examine the condition of our air handling, containment and emission control systems. A failure here would go well beyond an environmental notice. It would put our manufacturing licences, our customer qualifications and our access to regulated medicine markets at risk. We therefore design emission control into the facility rather than adding it afterwards.

Continuous Emission Monitoring

Our boiler stack emits particulate matter, sulphur oxides and nitrogen oxides. An Online Continuous Emission Monitoring System supplied by M/s. Prima Equipment Pvt. Ltd. is installed on the stack.

It tracks key emission parameters in real time, raises automatic alerts when any parameter deviates from permissible thresholds, and keeps continuous data logs for internal analysis and regulatory reporting. Third-party verification was carried out following installation.

Air Emissions Performance

We monitor particulate matter in both the PM10 and PM2.5 fractions, along with sulphur oxides, nitrogen oxides and volatile organic compounds. Each result is shown below against its prescribed regulatory limit.

Parameter	Unit	Regulatory limit	FY 2023–24	FY 2024–25	FY 2025–26
Particulate Matter, PM10	mg/m³	100 or below	88.65	57.21	73.61
Particulate Matter, PM2.5	mg/m³	60 or below	32.32	23.00	12.83
Sulphur Oxides (SOx)	µg/m³	80 or below	27.61	20.53	17.48
Nitrogen Oxides (NOx)	µg/m³	80 or below	22.30	17.79	12.83
Volatile Organic Compounds — Ammonia	ppm	25 or below	8.50	11.33	12.80
Lead	mg/m³	0.2 or below	Below detection	Below detection	Below detection
Total air pollutants, workplace	ppm	200 or below	11.06	2.00	9.84
Volatile Organic Compounds — Toluene, workplace	ppm	100 or below	0.56	1.49	0.91

Every monitored parameter stayed within its prescribed limit throughout the reporting period. PM10 fell from 88.65 to 57.21 mg/m³ between FY 2023–24 and FY 2024–25, and PM2.5 from 32.32 to 23.00 mg/m³, after we installed bag filters, cyclone separators and the Dust Collection System described below. Sulphur oxides fell from 27.61 to 20.53 µg/m³ and nitrogen oxides from 22.30 to 17.79 µg/m³ over the same period.

Volatile organic compounds measured as ammonia rose from 8.50 to 11.33 ppm, against a limit of 25 ppm. Workplace concentrations of total air pollutants fell sharply over the same period, from 11.06 to 2.00 ppm against a limit of 200 ppm, and lead stayed below the detection limit throughout.

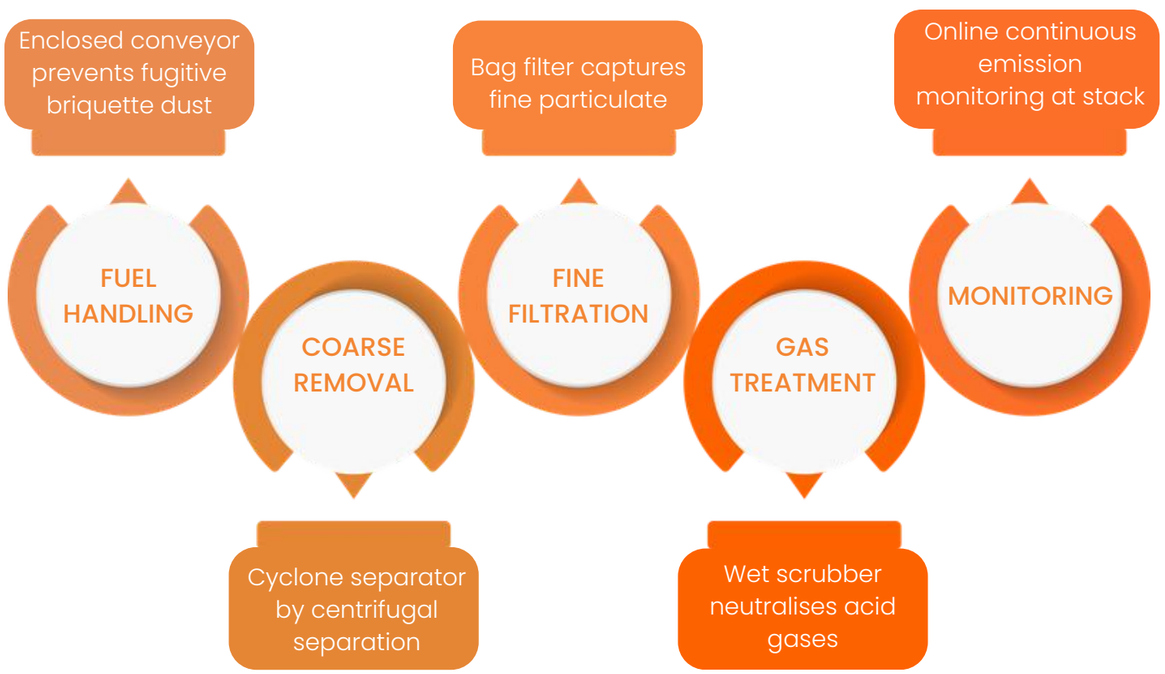
Compliance and incident record	FY 2023–24	FY 2024–25	FY 2025–26
Compliance with Gujarat Pollution Control Board emission standards	100%	100%	100%
Deviation from prescribed air limits under Consent to Operate	0%	0%	0%
Monitoring of air pollutants as prescribed by the Gujarat Pollution Control Board	100%	100%	100%
Online Continuous Emission Monitoring Systems in operation	Under installation	1 (boiler stack)	1 (boiler stack)
Reported air quality non-compliances	0	0	0

Compliance and incident record	FY 2023–24	FY 2024–25	FY 2025–26
Odour complaints received	0	0	0
Night-time noise, near plant (dB(A), limit 70)	65.70	69.13	73.1
Night-time noise, main gate (dB(A), limit 70)	69.30	69.72	67.20

We recorded no air quality non-compliances, no penalties and no odour complaints across the reporting period. Boundary noise stayed within the 70 dB(A) night-time limit at both monitoring points, though the margin narrowed at the near-plant location, from 65.70 to 69.13 dB(A). Facility-wide average noise stands at around 68 dB(A) during the day and 64 dB(A) at night, and reducing it further remains an active area of work.

Controls at the Boiler

Five engineered controls operate on the boiler system, in sequence from fuel handling through to stack release.



A turbo ventilator additionally provides ventilation and heat stress management in the boiler area.

Controls at Process Vents

Carbon pad and carbon tower for volatile organic compound capture

A carbon pad filter on our process vents adsorbs volatile organic compound content and odour-bearing constituents before release.

At the Solvent Recovery Plant, where a recovery vessel discharges through primary and secondary heat exchangers to a vent at safe height, we installed a dedicated carbon tower downstream of the secondary heat exchanger.

Packed with adsorption carbon, it captures volatile organic compound content in the vent flue gas before it reaches the atmosphere.

We installed volatile organic compound detectors at identified locations across the operating area to pick up leakage from equipment or control failure, with an audible alarm on detection. The plant now operates as an odour-free working area with no measurable escape of volatile organic compounds to open atmosphere.

Biofilter on the TRA product vent

The process vent on our TRA product line released directly to atmosphere, carrying odour to the surrounding area. We added a biofilter to the vent line ahead of atmospheric release, which oxidises odour compounds and air emission constituents biologically. Odour in the surrounding area is now controlled.

Dust Control and Containment

Powder processing in Production Plant 5 ran without dust collection, and free dust was visible on the floor and in the working area during operation. In a pharmaceutical facility, airborne powder is at once an emission, an occupational exposure and a cross-contamination risk. We installed a Dust Collection System. Since commissioning, no operational dust has been observed on the floor or in the working area.

Laboratory and Plant Ventilation

We designed air quality control into our laboratories and production plants at the installation stage rather than retrofitting it.

Fume hoods with automatic airflow control are installed in the Process Development Laboratory, alongside chemical storage cupboards. These measures support the controlled handling of chemicals by capturing vapours and fumes generated during laboratory activities and directing emissions from both active work and stored chemicals to a connected scrubber for treatment. Local exhaust ventilation systems and process vents in the production plants are connected to scrubbers. Dedicated Air Handling Units serve the laboratories and production plants separately, providing ventilation, odour control and the segregation required under Good Manufacturing Practice (GMP). A dedicated scrubber in the Quality Control laboratory manages emissions generated during analytical activities.

Together, these engineering controls help manage chemical-related air emissions at their source, support safer laboratory and manufacturing environments, and reduce the potential for uncontrolled releases of vapours and fumes during operations.

Odour Control at the Effluent Treatment Plant

Carbon filters were fitted to both the Sewage Treatment Plant and the Effluent Treatment Plant at the installation stage, adsorbing the constituents responsible for odour. Building this control in at installation gives more effective odour management than retrofitting an equivalent system to an operating plant.

Noise as an Environmental Emission

We manage noise as an environmental emission alongside air pollutants, because it affects our workforce and neighbouring areas alike. Our Diesel Generator set sits in an acoustic enclosure within a separately walled and roofed area, and operators and supervisors are issued ear muffs. Rubber anti-vibration pads are fitted to air compressors, utility pumps and other high-vibration equipment, motors and pumps to cut vibration-borne noise at source.

BEFORE
Nitrogen Plant operator sitting arrangement exposed to 92.1 dB during normal operation.

AFTER
Acoustic, well-ventilated operator cabin installed with a transparent glass wall, preserving visual oversight of the plant.

OUTCOME
Operator exposure reduced to 68.4 dB, a reduction of 23.7 dB, with heat stress exposure reduced at the same time.

Refrigerant and Ozone-Depleting Substances

Our refrigeration and air conditioning systems run on R32. Compared with R410A or R22, R32 has a lower Global Warming Potential and negligible ozone-depletion potential, and its higher efficiency reduces the electrical load needed for the same cooling duty.

INNOVATION SPOTLIGHT ·Designing containment in, rather than adding it on

- **The challenge**
  A pharmaceutical facility has to contain solvent vapour, process fumes and airborne powder for three reasons at once: environmental release, operator exposure, and cross-contamination between products.

  Retrofitting containment to an operating plant is disruptive, less effective, and in a GMP environment requires requalification of the affected areas.
- **What we did**
  We specified air quality control at the installation stage across our laboratories and production plants. Fume hoods, chemical storage cupboards and local exhaust ventilation connect directly to scrubbers. Separate Air Handling Units serve laboratories and production plants.

  Carbon filters were built into the Effluent Treatment Plant and Sewage Treatment Plant from commissioning. Where we later found a gap, as with powder handling in Production Plant 5, we retrofitted a Dust Collection System and verified it.
- **Measured outcome**
  The plant operates as an odour-free working area with no measurable escape of volatile organic compounds to open atmosphere. Since the Dust Collection System was commissioned, no operational dust has been observed on the floor or in the working area.
- **Environmental impact**
  Eleven engineered controls now stand between our processes and the atmosphere, backed by continuous online monitoring at the boiler stack and volatile organic compound detectors with audible alarm across the operating area.

Our FY 2028 Roadmap targets for this area

Ongoing to FY 2028
Maintain 100% air pollutant monitoring as prescribed by the Gujarat Pollution Control Board

Ongoing to FY 2028
Maintain 100% compliance with prescribed air emission limits

Ongoing
Maintain effective control technologies installed and operational at 100% of emission points

Air Emissions & Pollution Prevention

- Publish annual average values for particulate matter, sulphur oxides and nitrogen oxides with a three-year series and stated regulatory limits
- Extend continuous monitoring coverage beyond the boiler stack to identified process vents
- Quantify and disclose volatile organic compound emissions in tonnes per year
- Publish ambient noise monitoring results at the plant boundary



Green Chemistry & Process Innovation

1

SUSPECTED CARCINOGEN WITHDRAWN FROM PROCESS

Why This Matters to Our Business

Every environmental control described in this report manages the consequence of a chemical decision taken earlier. Green chemistry is the discipline of taking that earlier decision differently: choosing a less hazardous reagent, improving a yield so less raw material is needed, or removing a process step so its waste is never generated. For an Active Pharmaceutical Ingredient manufacturer, this sits where environmental performance, occupational health and product quality meet. A route redesign has to satisfy all three. The substituted reagent must be less hazardous. Operators must face lower exposure. The resulting API must meet the same specification, with the change assessed and documented in our quality system before adoption. Changes that pass all three tests last, because their benefit does not depend on a control system continuing to work. Customers increasingly ask for this. Innovator pharmaceutical companies now request process-level environmental information during supplier qualification, and greener routes influence which Active Pharmaceutical Ingredient suppliers are selected for long-term programmes.

Our Approach

We apply a consistent hierarchy when reviewing any process, working from the most durable intervention to the least:

1. **Eliminate the step**
   ITH Stage II drying process removed from the manufacturing route
2. **Substitute the hazard**
   Methylene dichloride replaced with ethyl acetate; sulphuric acid replaced with recovered process effluent
3. **Improve the yield**
   LPR-II yield raised from 0.90 to 0.98, reducing hazardous reagent demand
4. **Recover the value**
   Second-crop extraction on CFT recovering product from waste streams
5. **Control the residual**
   Scrubbers, carbon towers and biofilters, described in Section 35

Substituting a Suspected Carcinogen

Methylene dichloride carries GHS hazard statement H351, suspected of causing cancer. We used it as a solvent in the manufacture of FPC Stage I. Laboratory and process evaluation showed ethyl acetate to be fully compatible with the FPC Stage I chemistry, with no effect on product quality, and ethyl acetate does not carry the H351 classification. FPC Stage I now runs on ethyl acetate.

BEFORE	AFTER	OUTCOME
Methylene dichloride used as solvent in FPC Stage I, classified H351, suspected of causing cancer.	Ethyl acetate adopted as solvent following compatibility evaluation. Not classified H351.	A suspected carcinogen removed from the manufacturing route, with product quality unchanged.

Removing a suspected carcinogen from a route protects operators, downstream handlers and the environment at the same time. The benefit does not depend on a control system continuing to perform.

Replacing a Hazardous Reagent with a Process Waste Stream

Ammonia vapour in the Tranexamic Acid plant scrubber was neutralised using sulphuric acid, rated 3 on the National Fire Protection Association health hazard scale, where short exposure can cause serious temporary or moderate residual injury. Separately, our Diacerein process generates a highly acidic effluent at pH 0.5, which went to the Effluent Treatment Plant for neutralisation and consumed caustic soda in the process. We now use the Diacerein effluent as the scrubbing agent in the Tranexamic Acid plant, so one waste stream neutralises another.

Outcome	FY 2023–24	FY 2024–25	FY 2025–26
Compliance with Gujarat Pollution Control Board emission standards	90.1	112.7	131.90
Caustic soda saved in effluent neutralisation (KL)	14.5	17.50	19.6
Sulphuric acid displaced in scrubber (KL)	83.5	112.70	128.5

Sulphuric acid consumption as a scrubbing agent in the Tranexamic Acid plant reached zero in FY 2024–25. A substance rated 3 for health hazard was fully replaced by one rated 1, using material that previously required treatment as a waste.

Yield as an Environmental Measure

Yield improvement is usually treated as a commercial measure. It is equally an environmental one: a higher yield means less hazardous raw material for the same quantity of Active Pharmaceutical Ingredient. Sodium Sulphide is used in our LPR-II product and is classified as a hazardous substance under the Indian Factories Act 1948, carrying GHS hazard statements H311, toxic in contact with skin, and H314, causes severe skin burns and eye damage. Raising the yield from 0.90 to 0.98 removed 3,641 kg of this reagent from the FY 2023–24 production schedule and a further 1,214 kg in FY 2024–25.

Outcome	FY 2023–24	FY 2024–25	FY 2025–26
Yield before improvement	0.90	0.90	NA
Yield after improvement	0.98	0.98	NA
Sodium Sulphide required at previous yield (kg)	30,294	10,098	NA
Sodium Sulphide required at improved yield (kg)	26,653	8,884	NA
Hazardous substance eliminated (kg)	3,641	1,214	NA
Recycled HDPE drums used in place of fresh drums	255 across 38 batches	85 across 17 batches	NA

The change cuts resource consumption, reduces the volume of hazardous material needing storage and handling, and lowers the exposure risk for the operators who handle it.

Removing a Process Step

In our ITH product, Stage II was a drying process performed between Stage I and Stage III. Assessment established that Stage III could follow Stage I directly with no effect on product quality, and we removed Stage II from the process.

13,440 L
Methanol no longer required, per 8 batches
FY-24-25

22,400 L
Isopropyl Alcohol no longer required, per 8 batches
FY-24-25

16,000 L
Salt and mother liquor no longer generated
FY-24-25

Zero
Steam energy and handling risk for the stage
FY-24-25

78960 L
Methanol no longer required, per 47 batches
FY-25-26

131600 L
Isopropyl Alcohol no longer required, per 47 batches
FY-25-26

210560 L
Salt and mother liquor no longer generated
FY-25-26

Zero
Steam energy and handling risk for the stage
FY-25-26

With the step gone, there is no control system to maintain, no reagent to substitute and no waste to treat. Cycle time fell at the same time. A parallel programme removes process steps across other product lines, cutting raw material consumption, hazardous substance generation, occupational risk and energy demand together.

Green Chemistry in Product Development

We build sustainability into process development rather than assessing it after scale-up. When developing new Active Pharmaceutical Ingredients or modifying existing routes, we evaluate reagent choice for safer alternatives, assess the environmental load of intermediates during process planning, look for ways to reduce material intensity while maintaining product performance, and make sure scale-up preserves environmental safeguards, process stability and product quality alike.

This work connects to our Life Cycle Assessment and Product Carbon Footprint programme, described in Section 39, where solvent optimisation across two Active Pharmaceutical Ingredients cut product carbon footprint by up to 18%.

INNOVATION SPOTLIGHT ·Taking a suspected carcinogen out of an API route	
The challenge	Methylene dichloride was in use as a solvent in the manufacture of FPC Stage I. It carries GHS hazard statement H351, suspected of causing cancer. Handling controls, ventilation and protective equipment reduce exposure, but they do not remove the hazard, and they only work while they are operated correctly.
What we did	Our process development and quality teams evaluated ethyl acetate as an alternative solvent for the same stage. Compatibility with the FPC Stage I chemistry was confirmed, product quality was verified as unaffected, and ethyl acetate carries no H351 classification. We assessed and documented the substitution in our quality system and moved FPC Stage I production to ethyl acetate.
Measured outcome	One substance classified as a suspected carcinogen removed from the manufacturing route, with product quality attributes unchanged.
Environmental impact	The benefit is permanent and does not rely on any engineering control, ventilation system or item of protective equipment continuing to perform. Operators, downstream handlers and the environment are protected by the absence of the hazard rather than by its containment.



Green Chemistry & Process Innovation

- Extend hazardous substance substitution review to further products carrying GHS H3-series classifications
- Continue to integrate green chemistry evaluation within process development for new Active Pharmaceutical Ingredients
- Advance the Life Cycle Assessment and Product Carbon Footprint programme described in Section 39
- Report the number of hazardous substances eliminated or substituted each year as a standing measure

Our FY 2028 Roadmap targets for this area

By 31 March 2028

Conduct Life Cycle Assessment for at least one product and improve performance against baseline

By 31 March 2028

Achieve 100% reuse or recycling of spent carbon and process residues



Biodiversity and Nature Stewardship

7,218	12	100%	Zero
Cumulative trees planted	Biodiversity awareness sessions	Workforce trained on biodiversity	Biodiversity complaints received

Our manufacturing site does not sit within or adjacent to a protected area or a designated biodiversity hotspot. Our nature stewardship is therefore focused on what we can materially influence: the ecological quality of the land we occupy, the green buffer between our operations and neighbouring areas, and the aquifer beneath us.

Greenbelt development and tree plantation

Our greenbelt serves three functions simultaneously: it absorbs carbon, it acts as a physical and acoustic buffer at the plant boundary, and it provides habitat within an industrial landscape. Species selection prioritises native and locally adapted varieties suited to the Vadodara district climate and requiring limited irrigation once established.

Biodiversity and nature stewardship	FY 2023–24	FY 2024–25	FY 2025–26
Trees planted during the year	1,200	2,372	1,611
Cumulative trees planted	3,235	5,607	7,218
Rainwater harvested (KL)	7,568	7,450	7,450
Wastewater treated before discharge to prevent ecological harm (KL)	24,121.40	26,159.20	19,653.87
Workforce trained on biodiversity conservation (%)	100%	100%	100%
Departments covered in internal biodiversity risk assessment (%)	100%	100%	100%
Biodiversity awareness sessions conducted	1–2	4	12
Supplier biodiversity training (man-hours)	12.09	11.96	12.00
Complaints received on biodiversity	Zero	Zero	Zero
Sites in or adjacent to protected areas	Nil	Nil	Nil

Baseline year FY 2022–23: 2,035 trees planted; cumulative plantation 2,035.



READING THE BIODIVERSITY NUMBERS

32.1%
Annual planting fell from 2,372 to 1,611 trees

7,218 trees
Cumulative plantation reached against a FY 2028 target of 2,500 additional trees

Annual planting fell 32.1%, from 2,372 to 1,611 trees, and this reflects land saturation rather than reduced commitment. Cumulative plantation reached 7,218 trees against a FY 2028 target of 2,500 additional trees — a target already exceeded nearly threefold.

As the greenbelt matures, available planting area within the site boundary declines, and the measures that matter shift from volume planted to survival, canopy quality and habitat continuity.

Engagement tripled. Biodiversity awareness sessions rose from 4 to 12 in the year, with 100% of the workforce trained on biodiversity conservation and all departments covered by internal biodiversity risk assessment. Supplier biodiversity training was maintained at 12 man-hours.

No biodiversity complaints have been received in any reporting year, and no operational site is located in or adjacent to a protected area or designated biodiversity hotspot.

Nature-positive water stewardship

The most significant ecological contribution we make is not visible above ground. Our rainwater harvesting systems returned 7,450 KL to the aquifer in FY 2025–26 across a combined catchment of 6,908,540 m², and a second system commissioned during the year will expand that volume. In a district where groundwater is under sustained industrial and agricultural demand, recharge supports the water table on which surrounding ecosystems and communities equally depend.

Equally important is what we do not put back: 19,653.87 KL of wastewater was treated before discharge, and Active Pharmaceutical Ingredient concentration in the final effluent was again recorded as not detected.

Our discharge quality programme, described in Chapter 4, is the second ecological control. Active Pharmaceutical Ingredient concentration in our treated effluent was recorded as not detected against the 0.05 mg/L limit, verified by NABL-accredited laboratories, with quarterly borewell sampling around the plant confirming that our operations are not contaminating local groundwater.

Landscape and ecological management

- Native and locally adapted species selection, with limited irrigation demand once established
- Greenbelt maintained as a continuous buffer at the plant boundary rather than as isolated plots
- Recharge structures integrated into site landscape design rather than added as separate infrastructure
- Odour and noise controls at source, described in Chapter 7, reducing disturbance to surrounding habitat
- 100% of operational sites assessed annually for environmental risk, including ecological impact

READING THE BIODIVERSITY NUMBERS

- **Current commitment:** 2,500 additional trees planted by FY 2028. Cumulative plantation reached 7,218 by FY 2025–26, already exceeding the target.
- **PROPOSED to 2030:** 12,000 cumulative trees planted with survival rate maintained at or above 90%; biodiversity awareness sessions sustained at 12 or more annually; rainwater harvesting capacity expanded above 10,000 KL per annum.

Product Stewardship, Quality & Responsible Lifecycle Management

At Ami Lifesciences, responsible product stewardship begins with the selection of materials and continues through manufacturing, customer use and end-of-life management. The Company's approach brings together packaging optimisation, product quality, chemical risk management and customer engagement to support product integrity, protect human health and minimise potential environmental impacts.

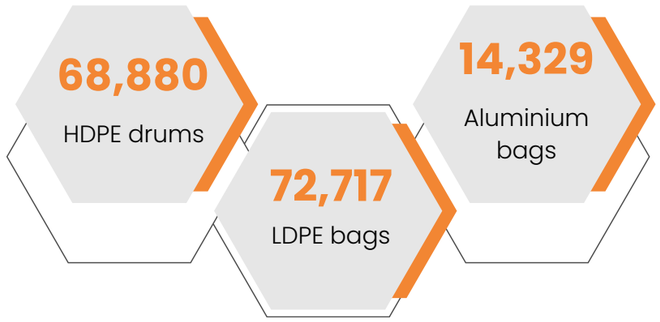
Packaging Designed with Responsibility in Mind

Packaging must protect pharmaceutical ingredients while limiting unnecessary material use and supporting responsible recovery. Ami Lifesciences focuses on recyclable or biodegradable materials, packaging efficiency and designs that facilitate segregation and recycling. Mono-material packaging, reduced use of complex laminations, standardised HDPE drums and tailored liner bags support material efficiency without compromising product containment.

Recycling identification codes and "How to Recycle" labels help customers and downstream handlers identify appropriate disposal routes. Life Cycle Assessment (LCA) methodologies are also applied to identify opportunities to reduce packaging impacts across the value chain.

Packaging Material Profile

FY 2025–26 reported quantities



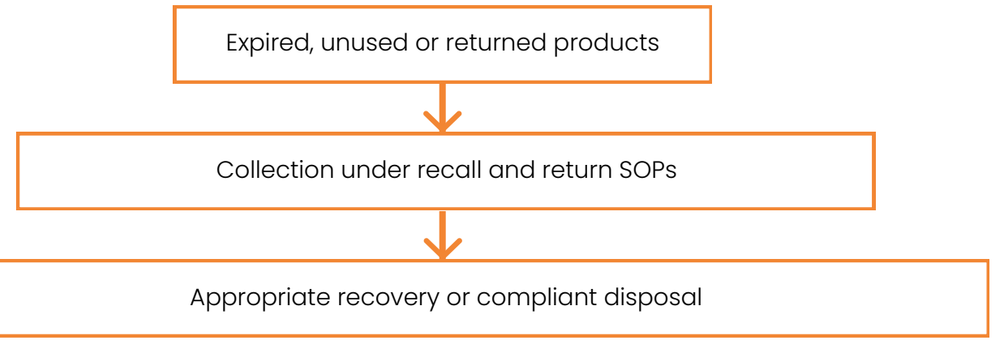
The Company has collaborated with the Indian Institute of Packaging (IIP) and ReCircle to pilot disassemblable, recyclable secondary packaging across 12 product lines. Further scaling was planned for FY 2025–26. The reported reduction in dependence on virgin plastic was approximately 40%; the latest performance should be confirmed before publication.

Extending Product Responsibility Beyond Delivery

Expired, unused and returned pharmaceutical products require appropriate management to prevent improper disposal and potential environmental contamination. Ami Lifesciences incorporates a formal take-back mechanism into its product recall and return Standard Operating Procedures (SOPs), supporting the controlled collection and management of such inventory.

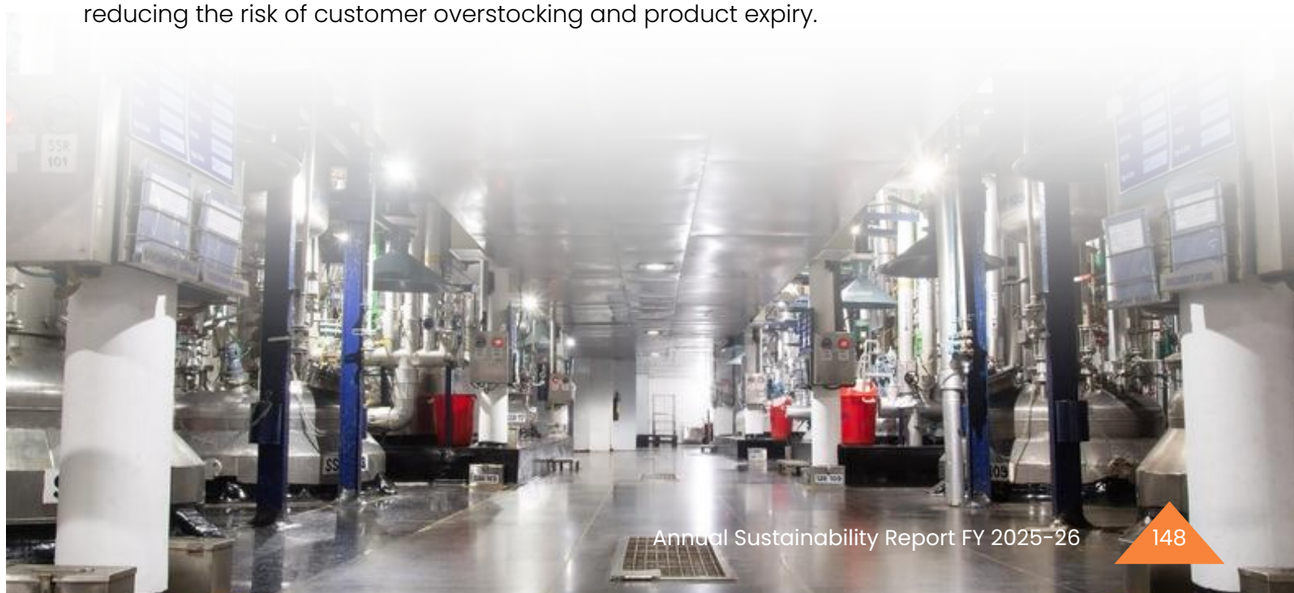
The Company's reported initiatives include a take-back programme operational with two institutional buyers in Gujarat and Maharashtra, a 100% annual take-back target for expired APIs, and a customer disposal pilot with EcoPharm Waste Solutions covering five clients across India, Kenya and Bangladesh. Through the Clean Pharma Initiative (CPI), the Company also contributed to developing disposal guidance for downstream pharmaceutical users, which was adopted by three customers in 2024.

Product End-of-Life Journey



Illustrative process based on the reported take-back approach. Specific disposal routes depend on applicable procedures and regulatory requirements.

Demand forecasting and historical sales analysis also help optimise production batch sizes, reducing the risk of customer overstocking and product expiry.



Quality, Safety & Product Integrity

Product quality is central to protecting customers and ensuring that pharmaceutical ingredients meet applicable specifications.

Ami Lifesciences supports this through quality management systems, regulatory oversight, product testing and structured risk assessment covering commercial molecules and late-stage pipeline APIs.

Risk assessments consider toxicity, flammability, ecotoxicological thresholds, occupational exposure limits, chemical incompatibilities, thermal stability and decomposition sensitivity.

Life Cycle Assessments and Product Carbon Footprints also help identify opportunities to improve manufacturing processes and reduce environmental impacts.

The Company's previously reported regulatory engagements include USFDA, EU-GMP/EDQM, WHO-GMP, South Korea's MFDS, Brazil's ANVISA and Mexico's COFEPRIS.

Reported management system certifications include ISO 9001:2015, ISO 22000, ISO 14001, ISO 45001, ISO 50001 and ISO 27001.

Their current validity and applicability should be verified for FY 2025–26.

Safer Chemistry & Informed Customers

Ami Lifesciences works to minimise chemical risks through process optimisation, safer substitutions and appropriate handling information. Reported initiatives include reducing Dimethyl Acetamide (DMAC) consumption, replacing Methylene Dichloride (MDC) with Ethyl Acetate in FPC Stage I, and reducing sodium sulphide consumption.

DMAC consumption reduction
FY 2025–26 reduction: 5,863 litres

MDC substitution
FPC Stage I implemented

Supplier assessments, including third-party inspections and evaluation questionnaires, support verification of applicable EU REACH requirements. The Company has also reported commitments relating to non-animal alternative testing, palm-oil-free raw materials and conflict-free tin, tantalum, tungsten and gold (3TG) minerals.

To support customers and downstream users, Safety Data Sheets (SDS) and technical guidance communicate relevant handling precautions, personal protective equipment (PPE), chemical incompatibilities and storage conditions.

Customer training covers safe handling of high-potency APIs, storage safeguards, allergy awareness, exposure containment and emergency response. For FY 2025–26, the proportion of distributed APIs accompanied by updated, GHS-compliant SDS.

Through these connected practices, Ami Lifesciences aims to maintain product integrity, strengthen customer awareness, reduce hazardous chemical use and improve the responsible management of pharmaceutical products and packaging throughout their lifecycle.



Environmental Performance, Targets and Progress

A single view of our environmental performance across three reporting years, followed by our roadmap to 2030.

Greenbelt development and tree plantation

Production

Indicator	FY 2023–24	FY 2024–25	FY 2025–26
Product volume (MT)	613.35	759.51	890.52
Year-on-year change	+8.5%	+23.8%	+17.25%

Energy and climate

Indicator	FY 2023–24	FY 2024–25	FY 2025–26
Total energy consumption (GJ)	290,070.41	330,015.25	352515.00
Energy intensity (GJ per tonne of production)	472.93	434.52	370.58
Total electricity consumed (kWh)	23,606,314	25,090,600	26,248,910
Electricity intensity (kWh per tonne)	38,979.72	33,035.99	29,475.94
Renewable electricity consumed (kWh)	630,894	3,325,365	8,441,878
Renewable share of electricity consumed (%)	2.67%	13.25%	32.16%
Diesel intensity (litres per tonne)	43.00	39.49	17.60
Briquette intensity (MT per tonne)	18.81	18.78	16.95
Scope 1 emissions (tCO_2e)	1684	1,986.05	2,707.32
Scope 2 emissions (tCO_2e)	14,347.45	18,031.21	18,636.73
Scope 3 emissions (tCO_2e)	9,439	24,209.48	28,582.45
GHG emissions intensity (tCO_2e per tonne)	26.14	26.36	23.97
Electricity saved through efficiency programmes (kWh)	45,419	111,110	175,118

Water

Indicator	FY 2023–24	FY 2024–25	FY 2025–26
Total water consumption (KL)	31,995	32,670.05	32,589.72
Water recycled and reused (KL)	9,678.42	10,449.90	12,550.02
Water recycled and reused (% of consumption)	30.2%	32.0%	38.5%
Rainwater harvested (KL)	7,568	7,450	24,037
Wastewater treated before discharge (KL)	24,121.40	26,159.20	19,653.87
Water intensity (KL per tonne of production)	52.16	43.02	36.59
Water discharge (KL per tonne, limit 40)	23.50	20.89	23.01
COD load (kg per MT of production)	5.00	5.93	7.93

Materials, waste and circularity

Indicator	FY 2023–24	FY 2024–25	FY 2025–26
Recycled solvent as a share of solvent used (%)	40.00%	43.89%	86.17%
Recycled input as a share of total materials (%)	10.00%	12.12%	10.23%
Total waste generated (MT)	6,473.62	9,759.19	5,888.34
Waste generated per tonne of production (MT/t)	10.55	12.85	6.61
Total hazardous waste generated (MT)	6,417.04	9,698.88	5,538.50
Total non-hazardous waste generated (MT)	56.58	60.30	349.84
Total waste recycled (MT)	2,730.15	3,494.07	3,463.53
Hazardous waste to landfill (MT)	3,056.71	4,322.15	1,614.70
Waste diverted from landfill (%)	47.63%	44.56%	58.23%
Contaminated containers (MT per tonne, limit 0.299)	0.272	0.348	0.254
Spent carbon and residues reused or recycled (%)	100%	100%	100%

Air, biodiversity and compliance

Indicator	FY 2023–24	FY 2024–25	FY 2025–26
SOx (µg/m³, limit 80)	27.61	20.53	17.48
NOx (µg/m³, limit 80)	22.30	17.79	12.83
PM10 (mg/m³, limit 100)	88.65	57.21	73.61
PM2.5 (mg/m³, limit 60)	32.32	23.00	21.29
Night-time noise, main gate (dB(A), limit 70)	65.70	69.13	67.20
Cumulative trees planted	3,235	5,607	7,218
Biodiversity awareness sessions conducted	1–2	4	12
Operational sites assessed for environmental risk (%)	100%	100%	100%
Operational sites with ISO 14001 certification (%)	100%	100%	100%
Environmental complaints received	Zero	Zero	Zero
Environmental non-compliances, fines or penalties	Zero	Zero	Zero

Progress against current FY 2028 commitments

Commitment	FY 2022–23 baseline	FY 2025–26	Status
5% improvement in energy efficiency per tonne of production	524.58 GJ/t	370.58 GJ/t	Exceeded — 29.4% improvement
3% renewable energy adoption	0%	32.16%	Exceeded
1% annual reduction in waste per tonne of production	13.47 MT/t	6.61 MT/t	Exceeded — 49.93% reduction
50% of waste diverted from landfill	46.05%	58.23%	Exceeded
100% reuse or recycling of spent carbon and process residues	100%	100%	Met in every year
Water consumption at or below 75 KL per tonne	57.80 KL/t	36.59 KL/t	Met
Treated discharge at or below 40 KL per tonne	35.00 KL/t	23.01 KL/t	Met

Commitment	FY 2022–23 baseline	FY 2025–26	Status
COD load at or below 3 kg per MT of production	12.00 kg/MT	7.93 kg/MT	Behind — rose from 5.93 in FY 2024–25
API discharge at or below 0.05 mg/L	Not detected	Not detected	Met
Contaminated containers at or below 0.299 MT per tonne	0.299	0.254	Met — recovered from 0.348
100% air pollutant monitoring as prescribed by GPCB	100%	100%	Met
100% compliance with prescribed air emission limits	100%	100%	Met
2,500 additional trees planted by FY 2028	2,035	7,218 cumulative	Exceeded
100% of operational sites environmentally risk-assessed	100%	100%	Met
Life Cycle Assessment for at least one product	—	PCF reduced up to 18% on two APIs	In progress

> Sustainability at AMI is not a parallel agenda to manufacturing. It is manufacturing, measured honestly.



Environmental roadmap to 2030



Renewable electricity

- 60% of total electricity consumed
- 32.16 %

Energy intensity

- 300 GJ per tonne of production (43% below baseline)
- 370.58 GJ/t

Electricity intensity

- 25,000 kWh per tonne of production
- 29,475.94 kWh/t

Biomass Usage Growth

- 29% increase in biomass utilization from FY 2022–23 baseline
- Pending audit

Scope 2 emissions

- Achieved an 20% reduction in Scope 2 energy intensity per tonne from FY 2022–23 baseline.
- Pending audit

GHG emissions intensity

- 23.97 tCO_2e per tonne of production (18.08 % below baseline)
- Pending audit

Water intensity

- 37% reduction in water intensity since FY 2022–23
- 36.60 KL/t

Water recycling and reuse

- 50% of total water consumed
- 38.5%

Effluent COD load

- 3.0 kg per MT of production
- 7.93 kg/MT

Solvent recovery

- 90% of solvent used met from recovered streams
- 86.17% Solvent recovered

Waste intensity

- 5.0 MT per tonne of production
- 6.61 MT/t

Landfill diversion

- 75% of total waste diverted from landfill
- 58.23%

Biodiversity

- 12,000 cumulative trees planted with survival at or above 90%
- 7,218 trees

Value chain

- Supplier ESG assessment covering a majority of procurement spend; Scope 3 targets submitted for SBTi validation
- In progress

Compliance

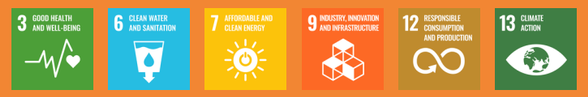
- Zero environmental non-compliances, fines, penalties or complaints, sustained annually
- Zero

Proposed FY 2030–31 target

FY 2025–26 position

04

SOCIAL



> No policy has ever prevented an incident. People prevent incidents. Systems make it easier for them to do so.



People, Purpose and Responsible Growth

Our people philosophy

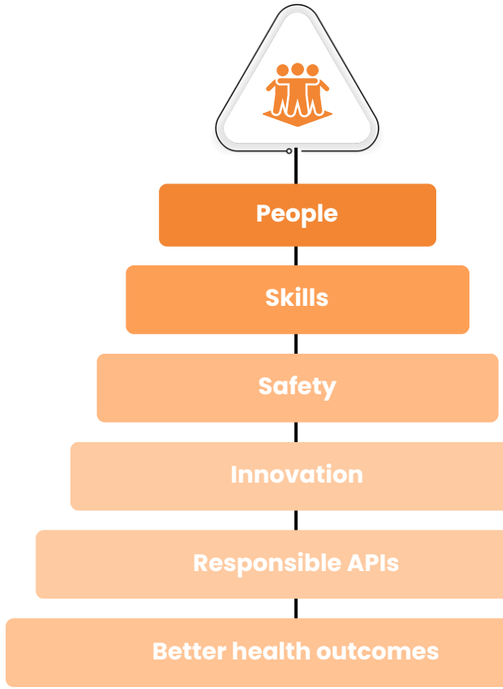
Every Active Pharmaceutical Ingredient we ship carries the judgement of the person who made it. Our responsibility is to ensure that person is trained, safe, heard and fairly treated. In pharmaceutical manufacturing, these are not welfare measures. They are quality controls.

Why people are a manufacturing control

Our people strategy is designed around the capabilities required to manufacture complex Active Pharmaceutical Ingredients safely, consistently and responsibly. API manufacturing depends on technical judgement exercised at process level: assessment of reaction progression, evaluation of impurity profiles, and determination of equipment condition. Standard operating procedures define the operating boundary; trained personnel exercise judgement within it.

We therefore treat human capability as a manufacturing control alongside our engineering controls. An undertrained workforce produces deviations. A fatigued workforce produces incidents. A workforce that cannot raise a concern allows small problems to become large ones. Each outcome lands in the same place: batch integrity, regulatory standing and continuity of supply to regulated medicine markets.

The chain from people to patient



This is a causal sequence, not a set of parallel aspirations. Capable people develop skills. Skilled people work safely, because most industrial incidents are competence failures before they are equipment failures.

Safe, capable teams have the bandwidth to innovate; the green chemistry and process redesign described in our Environment chapter came from cross-functional teams of exactly this kind. That innovation produces responsibly manufactured APIs, and those APIs reach patients as medicines that work.

Social performance as a condition of market access

Our customers audit our people practices with the rigour they apply to our quality systems. Innovator pharmaceutical companies operating under the Pharmaceutical Supply Chain Initiative assess suppliers on labour standards, working hours, wages, freedom of association and occupational health and safety. EcoVadis assessment, on which we hold a Platinum rating, weights labour and human rights alongside environment and ethics.

A supplier that cannot evidence fair wages, safe working conditions and functioning grievance mechanisms cannot be qualified for a long-term programme by a regulated pharmaceutical customer. Social sustainability at AMI Lifesciences is therefore managed as a business system, with named ownership, documented processes and measured outcomes.

How this chapter is organised

Each section carries a distinct disclosure boundary. Section 2 covers workforce composition, capability and engagement. Section 3 covers health surveillance, working hours, remuneration and benefits. Section 4 covers occupational and process safety.

Section 5 covers representation, equal pay and anti-harassment. Section 6 covers human rights due diligence and labour standards. Section 7 covers community programmes. Section 8 covers the supply chain.

Section-level disclosures provide context and management approach, while the consolidated dashboard in Section 9 enables year-on-year performance review.



Human Capital, Learning and Culture

100% Receiving performance and career development reviews

10% Internal recruitment rate

2.04% Voluntary attrition

42% Hiring from local communities

A pure-play API manufacturer competes on process chemistry, regulatory execution and manufacturing reliability. These capabilities depend on specialized scientific, technical and operational expertise across the workforce. Our workforce strategy is designed to secure that expertise and to retain it in a market where experienced API chemists and engineers are in limited supply.

Management approach

Human capital is governed by the Chief Human Resource Officer, who reports to the Managing Director and presents workforce performance to the Board. Workforce planning is conducted annually against production and regulatory pipeline requirements. Recruitment, promotion, training allocation and internal mobility operate against criteria set out in collective agreements, so that decisions are made on understood terms rather than at discretion.

Workforce composition and employment

Workforce	FY 2023–24	FY 2024–25	FY 2025–26
Total workforce (number)	1115	1,215	1,322
Permanent employees (number)	1029	1134	1206
Subcontracted workers (number)	369	347	293
FTC Employees	86	81	116
New employee hires (number)	254	365	417
Voluntary attrition rate (%)	2.28	1.90	2.04
Hiring from local communities (%)	40.00	40.34	42.00
Internal recruitment rate (%)	1.30	4.00	10.00

Workforce	FY 2023–24	FY 2024–25	FY 2025–26
Minimum notice period for operational changes (weeks)	Not available	Not available	Not available
Workforce covered by formally elected employee representation (%)	100	100	100
Workforce covered by formal collective agreements (%)	5.14	5.14	5.14

Employee representation and collective agreement coverage measure different things. All employees are represented through formally elected representatives; 64 employees, or 5.27% of the workforce, are party to formal collective agreements concerning working conditions.

Workforce insight

Internal recruitment rose from 4% to 10%, strengthening internal mobility and retention of institutional knowledge.

Attrition rose marginally from 1.90% to 2.04%, remaining within normal variation at this level.

Local hiring reached 42%, against an internal expectation of 30%, supporting retention and community linkage around the Karakhadi facility.

Capability architecture

Capability development is organised around four streams, each mapped to a defined competency requirement rather than a training calendar.

GMP and quality systems
- Good Manufacturing Practice, documentation discipline, deviation handling, data integrity, analytical method compliance
- Production, QA, QC, R&D

Process and industrial safety
- Chemical handling, work permits, fire and electrical safety, emergency response, hazard identification
- All plant personnel and contractors

Technical and process chemistry
- Reaction control, solvent recovery operation, scale-up, yield optimisation, green chemistry
- R&D, Process Development, Production

ESG and responsible business
- Environmental awareness, human rights, business ethics, data-led decision-making
- Entire workforce

Learning and development performance

Learning and development	FY 2023–24	FY 2024–25	FY 2025–26
Average training hours per employee	26.56	20.70	17.10
Career management and skill development training (man-hours)	10,951	13,805.6	13,950
Health and safety training (man-hours)	15,141	14,280.5	18,105
Human rights training (man-hours)	1,672	1,765.5	2,057
Awareness sessions on career management (number)	475	1,670	942
Workforce receiving career or skills-related training (%)	100	100	100
Workforce receiving performance and career development reviews (%)	100	100	100
Employees signing the Code of Conduct (%)	100	100	100

Capability insight

Average training hours per employee fell from 20.70 to 17.10, reflecting a change in composition. Safety training rose 26.8% and human rights training 16.5%, while shorter career-management awareness sessions reduced. Investment shifted towards longer, technical interventions in safety-critical and ESG-critical roles.

Training coverage remained universal, with all employees receiving career or skills training and a formal performance and career development review. Competence-based assessment for critical roles is being introduced from FY 2026–27.

Performance management, mobility and succession

Every employee receives an annual performance and career development review. Individual development plans agreed at review determine training allocation for the following year. Collective agreements set out structured approaches to internal mobility, skill-building, evaluation criteria and training access.

Our performance management system is under redesign during FY 2025–26 to strengthen the linkage between individual objectives, capability assessment and succession planning. Metrics dependent on the redesigned system, including the proportion of internal promotions achieved through structured training, will be reported once it is operational.

Engagement and culture

Our cross-functional engagement model places R&D, Operations, EHS, Quality and Supply Chain in a common forum. The reasoning is practical: the problems worth solving in an API plant rarely sit within a single function. Effluent segregation required Production and EHS together; batch-size optimisation required Production, Quality and Engineering.

Engagement	FY 2023–24	FY 2024–25	FY 2025–26
Employee survey score on working conditions (%)	86	89	88
Employees covered in awareness programmes (%)	100	100	100
Employee happiness index	0	0	0
Incidents of non-compliance with working conditions principles	Zero	Zero	Zero

Our working conditions survey score eased from 89% to 88%, against an internal threshold of 70%. Results are reviewed by management with follow-up actions agreed for any dimension scoring below threshold. An employee happiness index will be introduced during FY 2026–27 to provide a broader measure of employee experience alongside the working conditions survey.

Worker voice mechanisms

Employee feedback is currently gathered through internally administered surveys, elected worker representatives, the Works Committee and direct escalation to management. AMI Lifesciences does not presently operate a third-party confidential worker voice mechanism. We intend to implement an independently administered worker voice channel by FY 2027–28, providing confidential access for employees and subcontracted workers alike.



Wellbeing, Health and Quality of Work Life

100%	₹13,026	0%	3.30 mn
Employees and families covered by insurance	Average salary above minimum wage	Employees paid below living wage	Man-hours worked

Chemical manufacturing is physically demanding, operates continuously and requires sustained concentration where lapses carry consequence. Our wellbeing approach addresses the specific conditions of that work — shift patterns, chemical exposure, ergonomic load and the mental demands of high-consequence operations.

Management approach

Occupational health services are provided to all personnel on site, including contract workers. Health surveillance, ergonomic assessment and personal protective equipment audit operate as a single preventive cycle rather than as separate programmes. Working hours are recorded across the workforce, and wage adequacy is tested annually against living wage benchmarks.

Health surveillance and preventive healthcare

Biannual full-body medical check-ups are provided to all staff, including contract employees. Extending health surveillance to contract personnel ensures that those working in areas of higher occupational exposure are monitored on the same basis as our own employees.

Occupational health	FY 2023–24	FY 2024–25	FY 2025–26
Employees covered by occupational health services (%)	100	100	100
Employees completing periodic health check-ups (%)	100	100	100
Contract workers covered by health check-ups (%)	100	100	100
Cases of recordable work-related ill health	Zero	Zero	Zero
Incidents of non-potable drinking water identified	Zero	Zero	Zero

Occupational health	FY 2023–24	FY 2024–25	FY 2025–26
Plants and offices assessed for working conditions (%)	100	100	100
Employees and families covered by insurance (%)	100	100	100
Benefits compliance with applicable laws (%)	100	100	100

Ergonomics and repetitive strain prevention

Repetitive strain injury affects productivity and wellbeing in high-intensity industrial roles. We developed customised ergonomic modules for shop-floor workers, quality control technicians and office-based staff, addressing correct posture, workstation ergonomics, micro-break scheduling and stretching technique. These are reinforced through visual reminders and digital stretch alerts in high-risk zones.

Mental wellbeing

Yoga and meditation sessions are organised regularly to support stress reduction. Access to counselling and psychological support is provided through our occupational health arrangements. We do not present physical activity programmes as clinical intervention; they are the practical mechanisms through which a manufacturing workforce sustains health, and they operate alongside, not instead of, professional support.

Working hours and productivity

Working hours	FY 2023–24	FY 2024–25	FY 2025–26
Total man-hours worked	3,660,566	3,483,904	3,304,432
Production volume (MT)	613.35	759.51	890.52
Man-hours per tonne of production	5,968	4,587	3,711
Overtime hours as a proportion of total hours worked (%)	2%	5%	3%
Incidents of non-compliance with working hours regulations	Zero	Zero	Zero

Working hours governance

Working hours are captured through a biometric attendance and timekeeping system covering all employees and subcontracted workers on site. Shift schedules are planned in advance against production requirements and statutory limits under the Factories Act 1948 and applicable Gujarat state rules.

Recording

Biometric attendance and timekeeping system covering employees and subcontracted workers

Overtime authorisation

Overtime requires prior approval from the departmental head and Human Resources before it is worked; unapproved hours are not sanctioned

Statutory limits

Daily and weekly hour limits and mandatory rest intervals applied in accordance with the Factories Act 1948 and applicable state rules

Periodic review

Working hour and overtime records reviewed monthly by Human Resources and reported to management

Corrective action

Where a department records overtime above internal thresholds, the cause is investigated and addressed through shift rescheduling, workload redistribution or additional recruitment

Audit

Working hour records form part of internal audit scope and are available for customer and third-party assessment

Compensation for overtime and atypical working hours

Overtime is compensated at the statutory premium rate prescribed under the Factories Act 1948 and the Minimum Wages Act 1948, calculated on the applicable wage rate and paid through the regular payroll cycle in the month following the period worked. Eligibility extends to all workmen and staff categories covered by these statutes.

Work performed on weekly off days and public holidays is compensated through premium payment or compensatory time off in accordance with statute and the applicable collective agreement. Night shift working attracts a shift allowance. Approval, calculation and payment are processed through the payroll system, and records are retained for statutory inspection and third-party assessment.

Productivity insight

Man-hours worked fell 5.1% while production rose 17.25%. Man-hours per tonne of production improved from 4,587 to 3,711, a reduction of 16.6% in the year. Output expanded without extending working hours, supported by the process and utility optimisation described in the Environment chapter.

Wage adequacy and remuneration transparency

We comply with the Minimum Wages Act 1948, the Employee Compensation Act and the Payment of Bonus Act 1965. Beyond statutory compliance, living wage benchmarking analysis covers 100% of direct employees.

Wages and remuneration	FY 2023–24	FY 2024–25	FY 2025–26
Average salary above minimum wage (₹)	6,708	12,636	13,026
Employees above living wage (%)	100	100	100
Employees paid below living wage (%)	0	0	0
Direct employees covered by living wage benchmarking (%)	100	100	100
Ratio of highest-paid to median employee (₹, annual)	398,436	479,760	483,000
Ratio of basic salary, women to men, by employee category	-2.21%	-19.84 %	-15.15%
Complaints regarding salaries below living wage	Zero	Zero	Zero
Compliance with wage laws (%)	100	100	100

Average salary above minimum wage rose 3.1% to ₹13,026, following the previous year's near-doubling from ₹6,708. Against the FY 2022–23 baseline of ₹6,306 the cumulative increase is 106.6%. The ratio of highest-paid to median employee rose marginally to ₹483,000. We publish this ratio because remuneration transparency is an explicit expectation of both EcoVadis assessment and our pharmaceutical customers.

Communication of the remuneration process

Employees are informed of the remuneration structure applicable to their role at the point of offer and appointment, and again at each annual review. Communication covers the fixed salary component, variable and performance-linked components where applicable, statutory and company benefits, the annual increment process and its basis, and the bonus mechanism under the Payment of Bonus Act 1965. Each employee receives an individual appointment letter setting out the applicable structure, and a monthly payslip itemising earnings, statutory deductions and employer contributions. Employees may seek clarification on any element of their remuneration through their reporting manager, through Human Resources or through their elected representative. Changes to the remuneration structure are communicated to affected employees in advance of implementation.

Family-friendly provisions and flexible working

Insurance coverage extends to employees and their families. Company transport is provided with seats reserved for women employees. Daily subsidised meals prepared to balanced nutrition standards curated by certified dietitians are available to workers, with separate canteen and washroom facilities maintained. Flexible and hybrid working arrangements apply where the role permits, principally in corporate, commercial and certain technical functions.

Provision	Status	FY 2025–26
Maternity leave in accordance with the Maternity Benefit Act 1961	Provided	7 employees availed
Paternity leave	Provided	34
Caregiver or family-care leave	Provided	1
Childcare support or crèche facility	Provided	Yes
Return-to-work support following parental leave	—	Provided
Parental leave return-to-work rate (%)	—	100%
Parental leave retention rate 12 months after return (%)	—	100%
Employee and family insurance coverage	Provided	100%
Reserved transport, separate canteen and washroom facilities	Provided	100% of sites

Occupational Health, Safety and Process Safety

Zero	3,304,432	18,105	1,514
Lost-time injuries, fourth consecutive year	Man-hours worked	Health and safety training man-hours	Near misses reported

Safety is the discipline on which every other claim in this report rests. A plant that cannot keep its people safe cannot credibly claim to manage its environmental impact, its product quality or its community relationships. Our objective is Zero Harm, measured against the exposure base rather than in isolation.

Safety governance

Our occupational health and safety management system is certified to ISO 45001:2018 across 100% of operational facilities and covers 100% of workers, including subcontracted personnel. Health and safety risk assessment is conducted at 100% of operational sites annually. A dedicated HSE budget funds safety infrastructure, training and monitoring, and is reviewed annually against programme requirements.

Governance body	Employees represented	Coverage	Mandate
Joint Management-Worker Health & Safety Committee	64	5.14%	Reviews hazards, incidents, controls and worker safety concerns
Formally elected worker representatives	64	5.14%	Represents the workforce on working conditions and collective matters
POSH and Women's Committee	39	3.20%	Handles harassment complaints and gender-related workplace matters
ESG Committee	15	1.23%	Oversees environmental, social and governance programme delivery

Safety performance

Safety performance	FY 2023–24	FY 2024–25	FY 2025–26
Lost Time Injury Frequency Rate — employees	0	0	0
Lost Time Injury Frequency Rate — subcontractors	0	0	0
Lost Time Injury Severity Rate — employees	0	0	0
Lost Time Injury Severity Rate — subcontractors	0	0	0
Total Recordable Injury Rate	0	0	0
Number of work-related incidents	0	0	0
Number of high-consequence injuries	0	0	0
Number of fatal incidents	0	0	0
Days lost to work-related injury, fatality or ill health	0	0	0
Total man-hours worked (exposure base)	3,660,566	3,483,904	3,304,432
Near misses reported	1,030	1,239	1,514
Compliance with legal health and safety requirements (%)	100	100	100
Facilities certified to ISO 45001 (%)	100	100	100
Workers covered by the OHS management system (%)	100	100	100

Safety insight

Safety outcomes are reported alongside the exposure base to provide context for year-on-year performance. Across 3,304,432 man-hours in FY 2025–26, and 10,448,902 man-hours over three reporting years, no lost-time injury, work-related incident, fatality or day lost to injury or occupational ill health was recorded, for employees and subcontracted workers alike.

1,514 **near misses were reported in FY 2025-26.** A high reporting rate alongside zero injuries indicates that hazards are being identified and addressed before they result in harm, and is treated as a positive indicator of reporting culture.

Health and safety training rose 26.8% to 18,105 man-hours, representing 52% of the 35,000 man-hour annual target set for FY 2027–28.

Hazard identification and risk assessment

Health and safety risk assessments evaluate chemical reactivity, flammability and potential environmental impact of stored contents, with 100% coverage across operational zones. Routine inspections of tankers and tanks detect corrosion, leaks and structural weakness. All tankers and tanks are labelled to National Fire Protection Association and Emergency Information Panel standards, ensuring immediate hazard recognition.

Equipment inspection and testing

A structured schedule governs environmental, health and safety testing and inspection across critical equipment, systems and environmental parameters. Inspections are conducted by internal teams and by certified external agencies as required by applicable legal and industry standards, covering pressure systems, electrical installations, lifting equipment, fire protection systems, emergency equipment and workplace exposure monitoring.

Inspection and monitoring	FY 2025–26
Statutory equipment inspections completed on schedule (%)	Completed
Workplace exposure monitoring rounds completed (%)	100%
Safety observations and walkthrough observations recorded	100%
Corrective actions closed within committed timeline (%)	100%

Engineering controls

- **Fall arrest systems** — Elevated-risk areas including tanker loading bays, compliant with current industrial safety standards
- **Anti-skid flooring** — High-traffic and moisture-prone zones, minimising slip and fall risk
- **Pipeline Breaking Permit System** — Pipeline maintenance conducted under controlled, documented procedure to prevent leaks and accidental discharge
- **SCBA sets and LEL detectors** — Self-contained breathing apparatus and Lower Explosive Limit detectors across key operational zones

Emergency showers and eye-wash stations — Rapid decontamination following chemical exposure

Acoustic enclosures and anti-vibration mounts — Noise control at source; operator exposure at the Nitrogen Plant reduced from 92.1 dB to 68.4 dB

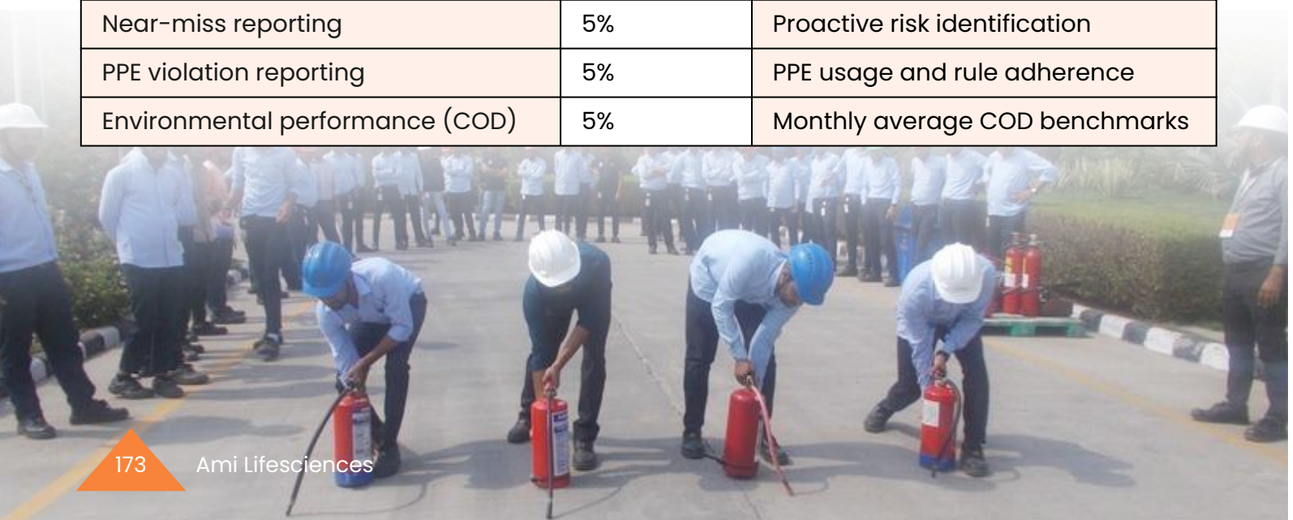
Road safety controls — Convex mirrors at blind intersections, marked pedestrian walkways, speed limits, wheel stoppers, mandatory spark arrestors, seat belts and safety shoes

Hazardous substance control operates through the substitution hierarchy described in our Environment chapter, under which methylene dichloride was withdrawn from an API route during the year. Ambient and workplace exposure monitoring for volatile organic compounds, particulates and noise is reported in the same chapter.

Behaviour-based safety and performance scoring

Departmental safety performance is scored monthly using a weighted framework that rewards proactive behaviour alongside outcomes. Near-miss reporting and walkthrough observation carry their own weighting, so that hazard identification is recognised independently of incident performance.

Criterion	Weighting	Basis
EHS round rating	25%	Cross-functional site rounds and compliance with observations raised
Incident and accident rating	25%	Zero lost-time injury, first aid, fire or dangerous occurrence earns top score
EHS walkthrough observation	20%	Observation frequency and subsequent compliance
Work permit compliance	15%	Adherence and violation metrics
Near-miss reporting	5%	Proactive risk identification
PPE violation reporting	5%	PPE usage and rule adherence
Environmental performance (COD)	5%	Monthly average COD benchmarks



Emergency preparedness

Our Emergency Action Plan operates across all manufacturing and R&D facilities. Each site-specific plan sets out the chain of command, evacuation procedures, emergency contacts, assembly points and reporting protocols. Fire drills, medical response drills and chemical handling simulations are conducted quarterly, engaging employees and contract workers in realistic scenarios, and validate equipment functionality as well as personnel readiness.

Contractor and non-employee worker safety

Our multilingual health and safety training framework applies consistent standards across the extended workforce:

- **Multilingual induction** — pre-deployment orientation in Hindi, Gujarati and English.
- **Risk-centric modules** — fire safety, chemical handling, electrical safety and emergency response.
- **PPE and hazard-specific protocols** — compulsory protective equipment with job-specific hazard analyses and daily toolbox talks.
- **Continuous monitoring** — supervisor check-ins, spot-checks and corrective action plans.
- **Digital compliance logs** — all sessions documented for audit readiness.

Subcontracted workers are covered by the same injury and severity reporting as employees, and recorded zero incidents in all reporting years.

Safety grievance and reporting channels

Safety concerns may be raised through the joint health and safety committee, elected worker representatives, supervisors, the near-miss reporting system or directly to the EHS function, including anonymously. Reported concerns are logged, assigned an owner and tracked to closure. No safety grievance remained unresolved beyond its committed timeline during the reporting period.

Safety culture

We observed the 54th National Safety Week from 3 to 7 March 2025 through training, engagement and competition. The SCBA set wearing competition drew 37 participants, of whom 11 were women — a participation rate above the female share of our workforce.

We also extend safety capability beyond our boundary, training customers on safe handling of high-potency APIs, covering material safety data sheet interpretation, protective equipment selection and responsible disposal. No customer health and safety complaint has been received in any reporting year.

Diversity, Equity and Inclusion

50% Women on the Board

90% Diversity and inclusion survey score

7.4% Women in the workforce

Zero Discrimination and harassment complaints

Gender representation remains relatively low within our manufacturing workforce, while women account for 50% of Board representation. Both positions are set out below.

Management approach

Equal opportunity is embedded in recruitment, training, compensation and performance management, and our policies prohibit discrimination on grounds of gender, caste, religion or nationality. A Works Committee maintains social dialogue with a specific focus on gender equality, and gender-related agendas are reviewed periodically at management level. DEI governance sits with the Chief Human Resource Officer, with the POSH and Women's Committee providing an independent channel for harassment matters.

Representation

Diversity	FY 2023–24	FY 2024–25	FY 2025–26
Women on the Board (%)	40	41	50
Women in the workforce (%)	7.17	7.50	7.40
Women at worker level (%)	7.17	7.50	7.40
Women at executive level (%)	2.00	2.00	2.00
Women at top and key manager level (%)	1.00	2.00	2.00
Vulnerable and marginalised employees in the organisation (%)	7.18	7.24	7.40
Vulnerable and marginalised employees in top management (%)	0.15	1.73	3.00
Persons with disability employed (number)	1	2	2
Average unadjusted gender pay gap (%)	-2.21	-19.84	-15.14
Diversity and inclusion survey score (%)	86	89	90

Diversity	FY 2023–24	FY 2024–25	FY 2025–26
Workforce trained on diversity, equity and inclusion (%)	100	100	100
Workforce trained on discrimination and harassment (%)	100	100	100
Training delivered on gender equality (man-hours)	1,672	1,765.5	942
Equal opportunity compliance (%)	100	100	100

Diversity insight

Women hold 50% of Board seats, up from 41%, reflecting a deliberate appointment strategy.

Women represent 7.4% of the workforce, effectively unchanged. The data highlights a significant difference between Board and workforce representation. Contributing factors include shift working patterns, the nature of chemical handling roles and the composition of the regional technical talent pool. Representation at executive level improved from 2.00% to 2.20%, and among vulnerable and marginalised groups in top management from 1.73% to 3.00%.

The unadjusted gender pay gap narrowed from -19.84% to -15.14%. The gap remains material and adverse to women. As an unadjusted measure, it reflects differences in workforce composition and employee distribution across roles and levels rather than a like-for-like comparison. A role- and grade-level pay equity assessment, scheduled for FY 2026–27, will provide insight into the underlying drivers and is described below.

Non-discrimination controls in recruitment

Equal opportunity is applied through defined process controls rather than policy statement alone.

Standardised role criteria
Every vacancy carries a documented job description specifying qualifications, experience and competencies. Criteria are set before candidates are sourced.

Non-discriminatory advertising
Job descriptions and advertisements are reviewed to exclude reference to gender, age, marital status, caste, religion or community.

Structured interviews
Interviews follow a common question set and evaluation format for all candidates for a given role, with assessments recorded against the stated criteria.

Panel composition
Selection decisions for management positions are taken by a panel rather than a single interviewer.

Human Resources guidance
Hiring managers receive guidance on non-discriminatory selection and on the treatment of protected characteristics.

Monitoring
Recruitment outcomes are reviewed by Human Resources for patterns that may indicate bias, and reported to management.

Non-discrimination controls in promotion and development

Collective agreements set out structured approaches to internal mobility, skill-building, evaluation criteria and training access, so that progression decisions are made on defined terms.

- **Defined promotion criteria** — progression requires demonstrated performance against role competencies documented at annual review, not managerial discretion alone.
- **Common evaluation format** — all employees are assessed under the same performance and career development review process, with 100% coverage in every reporting year.
- **Human Resources review** — promotion and increment recommendations are reviewed by Human Resources before approval.
- **Equal access to training** — training allocation follows individual development plans agreed at review; 100% of the workforce received career or skills-related training in each reporting year.
- **Internal vacancy visibility** — vacancies are communicated internally, supporting an internal recruitment rate that rose from 4% to 10%.

Equal pay for equal work

Our approach to pay equity operates on three levels. Statutory compliance under the Equal Remuneration provisions of the Code on Wages 2019 prohibits differential remuneration on grounds of gender for the same or similar work. Living wage benchmarking covers 100% of direct employees annually. Salary structures are defined by grade, with pay bands applied consistently to roles within a grade irrespective of gender or other protected characteristic.

Pay equity	FY 2023–24	FY 2024–25	FY 2025–26
Unadjusted gender pay gap (%)	-2.21	-19.84	-15.14
Ratio of basic salary, women to men, by employee category	98%	104%	115%
Employees covered by grade-based pay structure (%)	100%	100%	100%
Role- and grade-level pay equity assessment conducted	Not currently implemented	Not currently implemented	Not currently implemented; scheduled FY 2026–27
Complaints regarding unequal pay	Zero	Zero	Zero

A role- and grade-level pay equity assessment has not yet been conducted. We have scheduled this for FY 2026–27, and will report the ratio of basic salary and remuneration of women to men by employee category on completion, together with any corrective actions identified.

Disability inclusion

Two employees with disability were employed during the reporting period. We recognise that a headcount figure evidences employment but not inclusion, and set out below the position on the supporting mechanisms an inclusion programme requires.

- **Accessible site infrastructure — ramps, accessible sanitation, accessible parking**
  Accessibility audit scheduled FY 2026–27
- **Documented reasonable accommodation procedure**
  Not currently implemented; scheduled FY 2026–27
- **Assistive equipment and workplace adaptation on request**
  Provided on individual request
- **Inclusive recruitment — outreach to disability employment networks**
  Not currently implemented
- **Awareness training for managers on disability inclusion**
  Not currently implemented; scheduled FY 2026–27
- **Persons with disability employed (number)**
  2 in FY 2024–25 and FY 2025–26

During FY 2026–27 we will complete an accessibility audit of the site, document a reasonable accommodation procedure and introduce manager awareness training on disability inclusion.

Practical enablement for women in manufacturing

Inclusion in a manufacturing environment depends on infrastructure as much as policy. We provide reserved seats in company transport, separate canteen and washroom facilities, and a female housekeeping team.

Recognition and development programmes include International Women's Day observance, safety competitions for female employees and participation in external gender-equality forums. We sponsored an MBA programme at D. Y. Patil Vidyapeeth for a woman employee, contributing ₹1,30,000, addressing the progression constraint identified above.

Employee networks

The Works Committee and the POSH and Women's Committee provide structured channels for employee voice on working conditions and on gender-related matters.

AMI Lifesciences does not currently operate employee resource groups in the sense of voluntary, employee-led networks open to all employees. We intend to establish such groups over the period to 2030.

Anti-discrimination and anti-harassment

Our Prevention of Sexual Harassment framework operates through a dedicated POSH and Women's Committee with 39 employees represented, constituted in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013. Awareness sessions are conducted regularly by the Learning and Development function.

Grievance mechanism for discrimination and harassment

Complaints of discrimination or harassment may be raised through the POSH and Women's Committee, elected worker representatives, any member of management or Human Resources.

01 **Accessible** — available to all employees and subcontracted workers, in Hindi, Gujarati and English, through written, verbal and in-person channels; contact details for committee members are displayed at the workplace.

02 **Confidential** — the identity of the complainant, the respondent and witnesses, and the content of the complaint and its outcome, are not disclosed outside the inquiry process.

03 **Non-retaliatory** — retaliation against any person raising a complaint in good faith, or participating in an inquiry, is prohibited and is itself treated as a disciplinary matter.

04 **Escalated and investigated** — each complaint is registered, acknowledged, assigned to the appropriate committee and investigated through a documented inquiry with the opportunity for both parties to be heard.

05 **Closed within timeline** — inquiries are completed within the statutory period, with the outcome communicated to the parties. All complaints received were resolved within committed timelines.

Remediation

Where a complaint is substantiated, remediation is applied on three principles. It is proportionate to the finding, ranging from counselling and written warning through to withholding of increment or promotion, transfer, or termination of employment or contract.

It is transparent to the parties, with the outcome and its basis communicated to both complainant and respondent. It is monitored for effectiveness, with the complainant's working situation reviewed after closure to confirm that no recurrence or retaliation has occurred. Remediation of any complaint involving a subcontracted worker is applied through the relevant contractor with the same standard.

Complaints	FY 2023–24	FY 2024–25	FY 2025–26
Complaints of sexual harassment	Zero	Zero	Zero
Complaints of discrimination — internal	Zero	Zero	Zero
Complaints of discrimination — by suppliers	Zero	Zero	Zero
Complaints of discrimination — by customers	Zero	Zero	Zero
Complaints of discrimination — other stakeholders	Zero	Zero	Zero
Complaints resolved within committed timeline (%)	100	100	100

Human Rights and Responsible Labour Practices

100% Sites assessed for human rights risk

2,057 Human rights training man-hours

Zero Child, forced or trafficked labour incidents

0% Recruitment fees charged to candidates

Our labour rights commitment is aligned with the UN Global Compact principles, ILO conventions and the Pharmaceutical Supply Chain Initiative Principles, and is supported by the due diligence, training, grievance and remediation processes set out below.

Human rights due diligence

All operational sites are assessed for human rights risk and subject to human rights review and impact assessment annually. The assessment considers risks relating to child labour, forced labour and bonded labour, human trafficking, recruitment and hiring practices, working hours and wages, freedom of association, discrimination and harassment, workplace health and safety, and the labour conditions of subcontracted personnel working on our premises. Risks are assessed for both our own operations and for on-site contracted activity.

Due diligence	FY 2023–24	FY 2024–25	FY 2025–26
Operational sites assessed for human rights risk (%)	100	100	100
Sites subject to human rights review and impact assessment (%)	100	100	100
Sites with external stakeholder engagement as part of human rights assessment (%)	100	100	100
External human rights impact reporting compliance (%)	100	100	100
Human rights violations identified with corrective action	Zero	Zero	Zero
Reported violations addressed within defined timelines (%)	100	100	100
External human rights grievances received	Zero	Zero	Zero

Due diligence	FY 2023–24	FY 2024–25	FY 2025–26
Legal cases filed against the company for human rights violations	Zero	Zero	Zero
Training delivered on human rights (man-hours)	1,672	1,765.5	2,057

Human rights training content

Human rights training is delivered as a defined module rather than as general awareness. The module covers child labour and minimum age requirements, forced, bonded and compulsory labour, human trafficking, ethical recruitment and the prohibition on recruitment fees, freedom of association and collective bargaining, non-discrimination and harassment, working hours and wages, and the grievance channels available for reporting concerns in each of these areas.

Human rights training	FY 2023–24	FY 2024–25	FY 2025–26
Training delivered on human rights (man-hours)	1,672	1,765.5	2,057
Employees covered by human rights training (%)	Not available	Not available	Not available
Completion rate (%)	Not available	Not available	Not available
Subcontracted workers covered by human rights induction (%)	Not available	Not available	Not available
Security personnel trained on human rights and conduct (%)	Not currently measured	Not currently measured	Not currently measured



Child labour, forced labour and trafficking

We maintain zero tolerance for child labour, forced labour and human trafficking, verified through documentary age verification at recruitment and internal control monitoring.

Labour standards	FY 2023–24	FY 2024–25	FY 2025–26
Incidence of child labour (%)	0	0	0
Incidence of forced labour (%)	0	0	0
Incidence of human trafficking (%)	0	0	0
Complaints on child labour or trafficking	Zero	Zero	Zero
Complaints on forced labour	Zero	Zero	Zero
Compliance with child and forced labour policies (%)	100	100	100
Dedicated forced labour audits conducted (number)	0	0	0

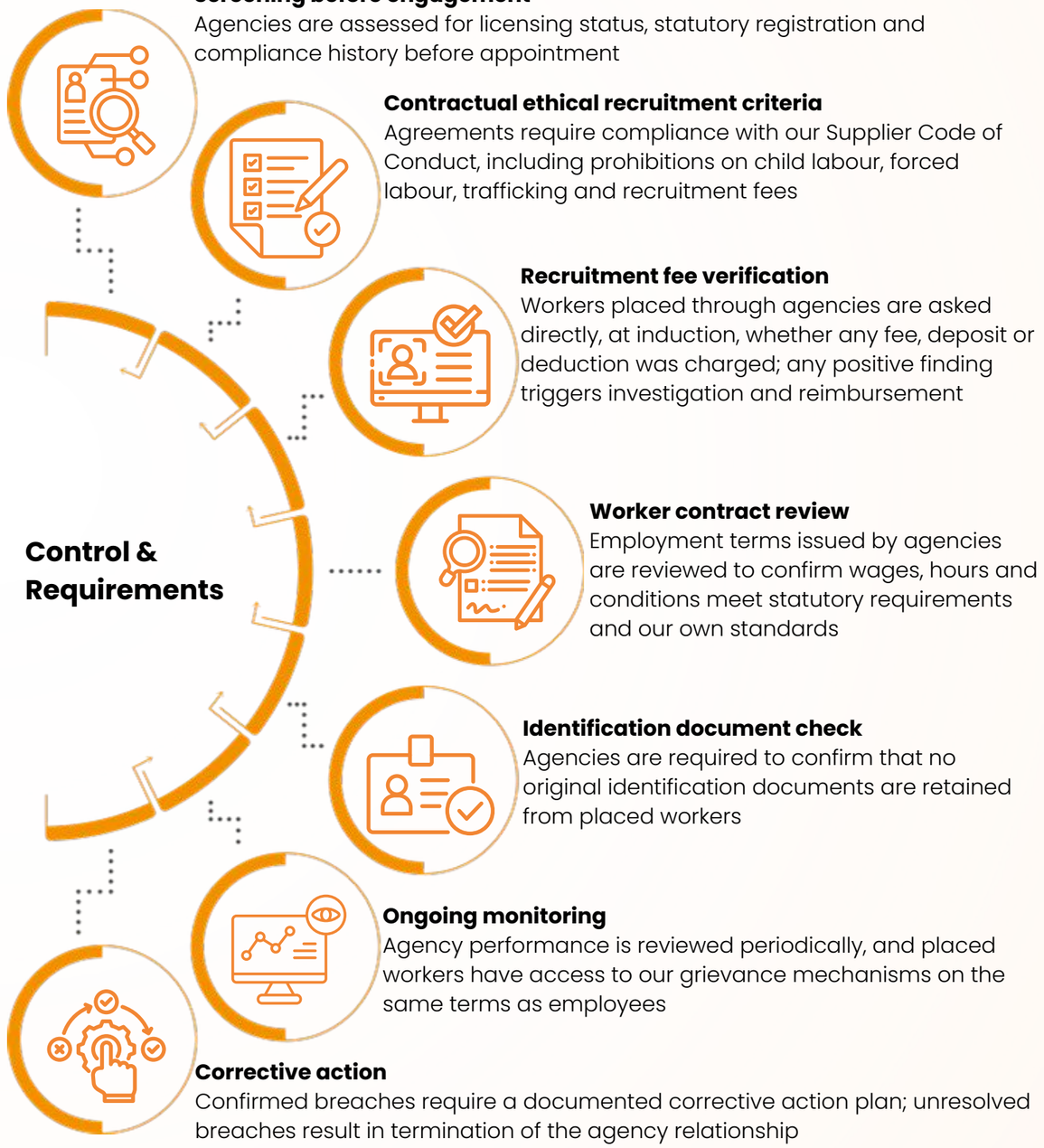
Verification status

The zero-incidence record is supported by internal control monitoring rather than by dedicated social audit. No dedicated forced labour audit has been conducted in any reporting year. Planned actions, set out in Section 8, include extending PSCI-aligned audit methodology to higher-risk categories and pursuing SA8000 certification and SMETA audit coverage.

Ethical recruitment

No recruitment fee is charged to any candidate at any stage of our hiring process, in any reporting year. Fee-charging by intermediaries is a recognised driver of debt bondage, and the prohibition applies equally to fees charged directly by AMI Lifesciences and to fees charged by any agency acting on our behalf. Recruitment terms, including role, remuneration structure and conditions of employment, are disclosed to candidates before appointment.

- **Age verification**
  Age is verified at recruitment against original government-issued documentation, which is examined and returned. No person below the applicable statutory minimum age is engaged in any capacity, including through contractors.
- **Identification document controls**
  AMI Lifesciences does not retain original identification documents belonging to employees or subcontracted workers. Verification is conducted by examining originals and retaining attested copies only, so that no worker's freedom of movement or ability to leave employment is constrained by document retention. This requirement extends to contractors engaging personnel to work on our premises.
- **Recruitment agency due diligence**
  Where recruitment agencies or labour contractors are engaged, the following controls apply.



During FY 2026–27 we will formalise these controls into a documented, auditable procedure with recorded screening outcomes, and will report screening and monitoring coverage from that year.

Security personnel conduct

Site security is provided by contracted personnel. Security services are governed by our Supplier Code of Conduct, which prohibits any form of physical restraint, intimidation, harassment or excessive force in the conduct of security duties, and requires that any person detained or questioned is treated with dignity. Security personnel have no authority to search persons, restrict movement beyond site access control, or apply physical force other than as necessary in an immediate emergency. Personnel working on our premises may raise concerns about security conduct through the grievance mechanisms described below.

Security conduct	FY 2023–24	FY 2024–25	FY 2025–26
Security personnel trained on conduct and use-of-force restrictions (%)	Not currently measured	Not currently measured	Not currently measured
Dedicated security personnel code of conduct in force	Not currently implemented	Not currently implemented	Not currently implemented
Security conduct requirements applied through Supplier Code of Conduct	Yes	Yes	Yes
Complaints relating to security personnel conduct	Zero	Zero	Zero
Incidents involving use of force by security personnel	Zero	Zero	Zero

During FY 2026–27 we will issue a dedicated security personnel code of conduct setting out use-of-force restrictions, and will record training completion against it.

Freedom of association and social dialogue

All employees are covered by formally elected representation. A Works Committee maintains structured dialogue between workers and management. Training on collective bargaining awareness ensures representation is informed rather than nominal.

Subject	Covered by collective agreement
Occupational health and safety commitments	Yes
Working conditions and benefits	Yes
Discrimination and harassment prevention	Yes
Diversity, equity and inclusion	Yes
Career and skill development opportunities	Yes

Grievance mechanisms and remediation

The grievance mechanism is available to employees, subcontracted workers and other relevant stakeholders to report suspected child labour, forced or bonded labour, human trafficking, recruitment fee-charging, retention of identification documents, discrimination, harassment, or any other human rights concern.

- **Accessible —** concerns may be raised through elected worker representatives, the POSH and Women's Committee, the joint health and safety committee, Human Resources or any member of management, in Hindi, Gujarati or English, in writing or verbally. Cases relating to human rights, child labour, forced labour and human trafficking may additionally be raised through United Way of Baroda under the agreement described in Section 7.
- **Confidential** — the identity of the person raising a concern is protected, and reports may be made anonymously.
- **Non-retaliatory** — retaliation against any person raising a concern in good faith is prohibited and is itself treated as a disciplinary matter.

Remediation approach

Where a human rights impact is identified, remediation is applied on three principles.

Principle	Application
Proportionate	Remedy is matched to the severity and nature of the impact. For labour rights breaches this may include immediate cessation of the practice, reimbursement of any fee or deduction improperly charged, return of retained documents, payment of wages owed, reinstatement, or termination of the responsible contractor or agency relationship.
Transparent	The affected person is informed of the finding, the remedy applied and the reasoning. Where a supplier or contractor is involved, the corrective action plan and its deadlines are documented and shared with that party.
Monitored for effectiveness	Closure is not treated as the end point. The situation of the affected person is reviewed after remedy to confirm that the impact has ceased, that no retaliation has occurred, and that the underlying cause has been addressed. Where a systemic cause is identified, the corresponding control is revised.

Stakeholder consultation

Human rights impact assessment includes engagement with external stakeholders. Consultation to date has involved subcontracted workers on our premises, supplier and vendor representatives, and community members in villages adjacent to the facility.

During the reporting period we executed a formal agreement with United Way of Baroda, a registered non-governmental organisation, under which the organisation is responsible for driving and reporting cases relating to human rights, child labour, forced labour and human trafficking that may be identified in the course of our business operations.

This provides an independent external channel through which such cases can be surfaced, and is described further in Section 7.

The United Way of Baroda agreement establishes civil society involvement in case identification and reporting. A structured consultation process with potentially affected rights-holders is not yet formalised.

During FY 2026–27 we will define that process, covering the identification of potentially affected groups, engagement with recognised labour and community organisations, documentation of how views are gathered, and the record of how findings are incorporated into our controls.

A dedicated community grievance redressal mechanism will be established during FY 2026–27, providing a defined route for residents of neighbouring communities to raise concerns relating to our operations.



Community Engagement and Shared Social Value

₹49.23 lakhs	79	1,200+	14
CSR investment	Awareness sessions delivered	Rural women and adolescent girls reached	Anganwadi centres covered

Our CSR programme is guided by Section 135 of the Companies Act 2013 and Schedule VII, and is aligned with the UN Sustainable Development Goals. It concentrates on Padra Taluka and the villages surrounding our Karakhadi facility in Vadodara District, where our presence is most material.

FY 2025–26 marked a shift in emphasis. Where earlier cycles concentrated on building physical assets, this year the programme focused on early childhood development infrastructure and on a sustained public health intervention for rural women — an area where formal health services reach the community least consistently.

CSR performance

Community investment	FY 2023–24	FY 2024–25	FY 2025–26
Amount spent on CSR (₹ lakhs)	160.00	85.12	49.23
Awareness and engagement sessions delivered (number)	6	7	79
Anganwadi centres covered by community programmes	—	5	14
Rural women and adolescent girls reached through health outreach	Not available	Not available	1,200+
Beneficiaries at Chokari Anganwadi Centre	—	—	97
Operations with significant negative impacts on local communities	Zero	Zero	Zero
Community complaints received	Zero	Zero	Zero

Community investment insight

CSR investment reduced to ₹49.23 lakhs while sessions delivered rose from 7 to 79. Earlier cycles were dominated by one-time capital interventions, including Anganwadi construction and laboratory infrastructure. FY 2025–26 concentrated on programme delivery on those assets, which carries a materially lower unit cost per engagement.

Consistent beneficiary measurement across all programmes remains a FY 2026–27 priority.

Early childhood care and education

Building Foundations: Smart Anganwadi and Digital Learning Programme, Padra Taluka

The Anganwadi Centre is the first point of contact between a rural child and the education system, and between a rural mother and formal health guidance. Where the centre is poorly equipped, both functions weaken. Our programme upgrades these centres into facilities capable of delivering early childhood care, nutrition and pre-primary learning to a consistent standard.

At Chokari Anganwadi Centre 1, we constructed a dedicated child-centric facility during the reporting period.

- **Child-safe construction**
  Child-safe electrical fittings, non-slip flooring, secure railings and fire safety equipment installed throughout the facility
- **Digital learning**
  A 43-inch smart television pre-loaded with curriculum-based digital content in the local language, providing a technology-enabled learning environment
- **Teaching-learning materials**
  Toys, puzzles and structured activity kits supporting play-based early learning
- **Learning environment**
  Educational murals painted across the centre depicting alphabets, numbers and hygiene messages
- **Nutrition**
  A functional kitchen enabling preparation of supplementary nutrition on site
- **Water, sanitation and hygiene**
  Child-friendly sanitation facilities and safe drinking water provided through Sintex storage tanks

The upgraded centre serves 97 beneficiaries: children aged 0 to 6 years, pregnant women, lactating mothers and adolescent girls. The design is intended to function as a replicable model for further centres in Padra Taluka.

Public health: women's health and emotional wellbeing

तुम अकेली नहीं हो! — You are not alone

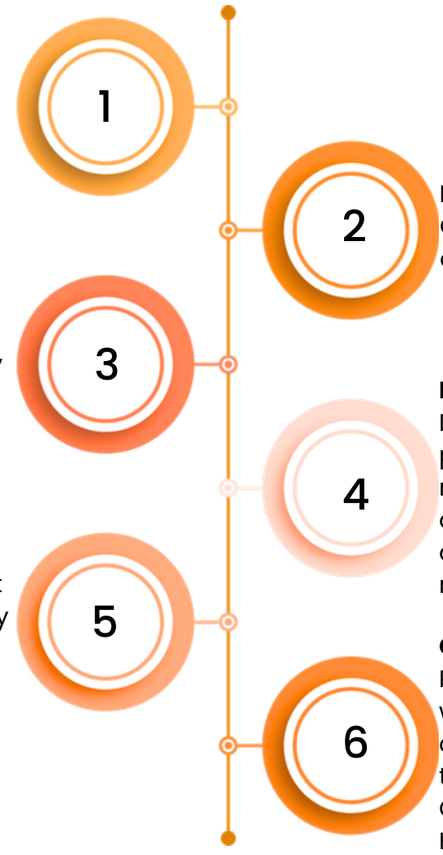
Rural women's health carries a particular disadvantage: the conditions concerned are common, treatable and rarely discussed. Menstrual disorders, reproductive cancers, postnatal complications and menopausal symptoms frequently go unaddressed not because treatment is unavailable but because the subject is not raised. As a pharmaceutical manufacturer, we regard closing that gap as a natural extension of our business purpose.

In partnership with the VNM Foundation and the Menopause Society Vadodara, we supported a structured health awareness programme across the communities surrounding our facility.

Scale
79 structured awareness sessions delivered across 14 Anganwadi Centres

Curriculum
11 health topics covering puberty and adolescent health, menstrual disorders, PCOS and thyroid conditions, pregnancy care, postnatal care, reproductive cancers, contraception and menopause

Clinical intervention
An in-person health camp at Kharakhadi village in January 2026, led by senior gynaecologists and paediatricians, providing one-to-one consultations



Reach
Over 1,200 rural women and adolescent girls

Emotional health
Dedicated sessions on postpartum depression and menopausal depression, addressing conditions that are widely experienced and rarely named

Continuity of care
Referral cards issued to women requiring further clinical attention, linking them to Primary Health Centres and Community Health Centres within the government health system

The referral mechanism is the element we regard as most significant. An awareness session that identifies a condition without providing a route to treatment creates concern without remedy. By issuing referral cards linked to established government facilities, the programme connects identification to care within the public health system rather than in parallel to it.

Adolescent development and life skills

Promotion of Life Skills amongst Rural Adolescents

We have approved support for a life skills programme developed by the VNM Foundation, targeting approximately 150 students in grades 6 to 8 across rural schools in the area surrounding our facility. The curriculum is built on the World Health Organization's core life skills framework, covering critical thinking, emotional resilience, effective communication, informed decision-making and goal setting.

Target group
Approximately 150 students, grades 6 to 8

Approved project budget
₹4,81,425

Framework
World Health Organization core life skills

Status
Approved; implementation commencing FY 2026–27

Focus areas
Critical thinking, emotional resilience, effective communication, informed decision-making, goal setting

Budget scope
Personnel, programme materials and conveyance, together with communication, evaluation and administrative costs

The programme addresses a gap that formal schooling in the area does not currently cover. Academic instruction is available; structured support for emotional regulation, communication and decision-making is not.

Community environmental initiatives

Groundwater depletion is a shared constraint across Vadodara District, affecting agricultural households and industrial users alike. During the reporting period we funded a borewell recharge rainwater harvesting installation at a residence in Vadodara, connecting rainwater downpipes from a 1,000 square foot terrace catchment directly to the borewell to support groundwater replenishment. The installation is modest in scale and is intended as a demonstration of a low-cost technique that individual households can replicate. Our own site-level rainwater harvesting and recharge performance is reported in the Environment chapter.

Social accountability partnership

During the reporting period we executed a formal agreement with United Way of Baroda, a registered non-governmental organisation, to support the delivery of our corporate sustainability responsibilities. Under this agreement, the organisation is responsible for driving and reporting cases relating to human rights, child labour, forced labour and human trafficking that may be identified in the course of our business operations.

This arrangement provides an independent external route through which such cases can be surfaced and escalated, operating alongside the internal grievance mechanisms described in Section 6. Our social accountability policy prohibits the engagement of any worker below 18 years of age, and all recruitment includes mandatory age verification against government-issued identification.

Programme implementation and governance

CSR projects follow a structured five-stage implementation model applied consistently across programmes.

Need assessment | **Vendor selection** | **Implementation** | **Monitoring** | **Reporting**

Need assessment
Gaps identified collaboratively with local authorities, Anganwadi supervisors and community representatives before any commitment is made

Vendor selection and procurement
Vendors selected against defined quality and cost-efficiency criteria, with procurement documented

Implementation
Systematic execution with community involvement at each stage

Monitoring
Regular on-site visits with direct beneficiary feedback and real-time issue resolution

Reporting
Comprehensive quarterly reports to stakeholders, including financial statements, beneficiary testimonials and photographic documentation

Local economic contribution

Employment remains our most direct economic contribution to the surrounding community. Local hiring reached 42% of total recruitment in FY 2025–26, reported in Section 2 as a workforce measure. Infrastructure funded in earlier CSR cycles, including Anganwadi facilities, laboratory and digital learning equipment at Karakhadi High School, and educational support delivered through partner organisations, continues to operate and serve its beneficiary communities.

Responsible Supply Chain and Supplier Partnerships

100%	100%	13%	Zero
Subcontracted workers under our Code of Conduct	Subcontracted workers under living wage rules	External stakeholders receiving HR and ESG training	Suppliers removed for human rights violations

Our own operations are well measured. Our upstream value chain is not yet measured to the same standard, and extending social assurance across the supply base is a priority for the coming reporting cycles.

Supplier standards

Our Supplier Code of Conduct sets expectations across labour standards, human rights, health and safety, environmental management and business ethics, aligned with the Pharmaceutical Supply Chain Initiative Principles, of which AMI Lifesciences is a member. All subcontracted workers are in agreement with our Code of Conduct and covered by minimum and living wage rules — the standards we apply to our own employees.

Supplier social performance	FY 2023–24	FY 2024–25	FY 2025–26
Subcontracted workers under the Employee Code of Conduct (%)	100	100	100
Subcontracted workers covered by minimum and living wage rules (%)	100	100	100
Suppliers screened using social criteria (%)	Not currently measured	Not currently measured	Not currently measured
Supplier social audits conducted (number)	0	0	0
Suppliers with identified negative social impacts (number)	Zero	Zero	Zero
Corrective action plans agreed with suppliers (number)	Not currently measured	Not currently measured	Not currently measured
Suppliers removed due to human rights violations (number)	Zero	Zero	Zero
External stakeholders trained on HR and ESG (%)	2.84	11.95	13.00
Buyers trained on sustainable procurement (%)	100	100	100

Strengthening supplier social due diligence

Current position
Supplier assessment operates through Supplier Code of Conduct commitment, contractual labour and human rights terms, and periodic quality and environment, health and safety audits.

All subcontracted workers are covered by our Code of Conduct and by minimum and living wage rules. Buyers receive training on sustainable procurement.

Gap
No dedicated supplier social audit has been conducted. Supplier screening against social criteria is not yet measured on a spend-weighted basis, and corrective action tracking is not yet systematised.



Action
Move supplier ESG assessment to a spend-weighted basis so that assurance effort concentrates where exposure is greatest. Embed the Supplier Code of Conduct into onboarding as a condition of qualification rather than a subsequent formality. Extend Pharmaceutical Supply Chain Initiative-aligned audit methodology to supplier categories identified as higher risk. Establish documented corrective action plans with defined closure timelines.

Timeline
Spend-weighted assessment framework defined in FY 2026–27, with first audit cycle and coverage reporting in FY 2027–28.

Supplier capability building

Capability building operates alongside assessment. We host virtual ESG awareness programmes for suppliers, vendors and customers, covering ESG frameworks and sustainable business practice, stakeholder rights and responsibilities, our own commitments and implementation approach, and feedback mechanisms. External stakeholder training coverage rose to 13.0% in FY 2025–26.

Industry collaboration

We participated in the India-based Supplier Workshop on Process Safety organised by the Pharmaceutical Supply Chain Initiative, engaging with global peers and suppliers on process safety and ESG alignment. We also participated in the Healthcare Innovation and Sustainable Business Leaders' Roundtable convened by UN Global Compact Network India in Ahmedabad.

Social Performance Dashboard and 2030 People Roadmap

Consolidated social performance across three reporting years, followed by progress against commitments and our roadmap to 2030.

Consolidated dashboard

Workforce and employment

Indicator	FY 2023–24	FY 2024–25	FY 2025–26
Total workforce	1115	1215	1,322
Voluntary attrition (%)	2.28	1.90	2.04
Local community hiring (%)	40.00	40.34	42.00
Internal recruitment rate (%)	1.30	4.00	10.00
Average salary above minimum wage (₹)	6,708	12,636	13,026
Employees above living wage (%)	100	100	100
Man-hours per tonne of production	5,968	4,587	3,711

Diversity

Indicator	FY 2023–24	FY 2024–25	FY 2025–26
Women on the Board (%)	40	41	50
Women in the workforce (%)	7.17	7.50	7.40
Women at executive level (%)	2.00	2.00	2.20
Gender pay gap (%)	-2.21	-19.84	-15.14
Vulnerable and marginalised employees in top management (%)	0.15	1.73	3.00
Diversity and inclusion survey score (%)	86	89	90

Safety and wellbeing

Indicator	FY 2023–24	FY 2024–25	FY 2025–26
Lost-time injuries — employees and subcontractors	Zero	Zero	Zero
Fatalities	Zero	Zero	Zero
Recordable work-related ill health cases	Zero	Zero	Zero
Days lost to injury or occupational ill health	Zero	Zero	Zero
Man-hours worked	3,660,566	3,483,904	3,304,432
Health and safety training (man-hours)	15,141	14,280.5	18,105
Facilities certified to ISO 45001 (%)	100	100	100
Workers covered by the OHS management system (%)	100	100	100
Employees and families covered by insurance (%)	100	100	100

Learning, engagement and grievances

Indicator	FY 2023–24	FY 2024–25	FY 2025–26
Average training hours per employee	26.56	20.70	17.10
Workforce receiving career or skills training (%)	100	100	100
Workforce receiving performance and career development reviews (%)	100	100	100
Human rights training (man-hours)	1,672	1,765.5	2,057
Working conditions survey score (%)	86	89	88
Complaints — harassment, discrimination, child labour, forced labour, wages	Zero	Zero	Zero
Complaints resolved within committed timeline (%)	100	100	100

Community and supply chain

Indicator	FY 2023–24	FY 2024–25	FY 2025–26
CSR investment (₹ lakhs)	160.00	85.12	49.23
Awareness and engagement sessions delivered (number)	6	7	79
Anganwadi centres covered by community programmes	-	5	14
Rural women and adolescent girls reached through health outreach	Not available	Not available	Not available
Subcontracted workers under Code of Conduct (%)	100	100	100
External stakeholders trained on HR and ESG (%)	2.84	11.95	13.00
Supplier social audits conducted (number)	0	0	0
Suppliers removed for human rights violations	Zero	Zero	Zero



Progress against current commitments

Commitment	FY 2022–23 baseline	FY 2025–26
Maintain zero lost-time injury and zero accident status	Zero	Zero
ISO 45001 certification across all sites	100%	100%
35,000 health and safety training man-hours annually by FY 2027–28	7,682	18,105
HSE onboarding for 100% of contract workers	-	100%
Zero incidents of child labour, forced labour or trafficking	Zero	Zero
100% of sites assessed for human rights risk	100%	100%
100% of workforce trained on DEI, discrimination and harassment	100%	100%
Maintain average salary above minimum wage	₹6,306	₹13,026
Employee survey scores above 70%	85%	88–90%
Average training hours per employee above 8.13	8.03	17.10
SA8000 certification	0%	0%
SMETA audit coverage	0%	0%

People roadmap

Published commitments carried forward from our FY 2024–25 disclosure are shown first, with their original target years. Proposed 2030 targets extend beyond published commitments and are presented for Board approval before adoption.



Published commitments

Focus area	Commitment	FY 2025–26 position
Safety outcome	Zero lost-time injuries, fatalities and days lost, sustained annually	Zero
Safety capability	35,000 health and safety training man-hours annually	18,105
Capability	Average training hours per employee above 8.13	17.10
Human rights	Zero incidents of child labour, forced labour and trafficking	Zero
Human rights	100% of sites assessed for human rights risk	100%
Inclusion	Sustain employee survey scores above 70%	88–90%
Wages	Average salary above minimum wage of ₹19,500	₹13,026
Social certification	SA8000 certification across 100% of operational facilities	Not commenced
Social audit	SMETA audit coverage across 100% of operational facilities	Not commenced

Proposed 2030 targets, for Board approval

- Proposed FY 2030–31 target
- FY 2025–26 position

Board diversity
- Sustain women on the Board at 50% or above
- 50%

Workforce diversity
- Increase women in the workforce to 12%
- 7.40%

Leadership diversity
- Increase women at executive level to 5%
- 2.20%

Pay equity
- Reduce the unadjusted gender pay gap to within ±5%
- -15.14%

Pay equity
- Role- and grade-level pay equity assessment conducted annually
- Scheduled FY 2026–27

Disability inclusion
- Accessibility audit completed and reasonable accommodation procedure documented
- Scheduled FY 2026–27

Employee networks
- Employee resource groups established, open to all employees
- Not currently implemented

Worker voice
- Third-party confidential worker voice mechanism implemented
- Not currently implemented

Engagement
- Employee happiness index established and reported annually
- In design

Capability
- Competence-based assessment for all safety-critical and ESG-critical roles
- In design

Recruitment integrity
- Documented recruitment agency due diligence with recorded screening outcomes
- Scheduled FY 2026–27

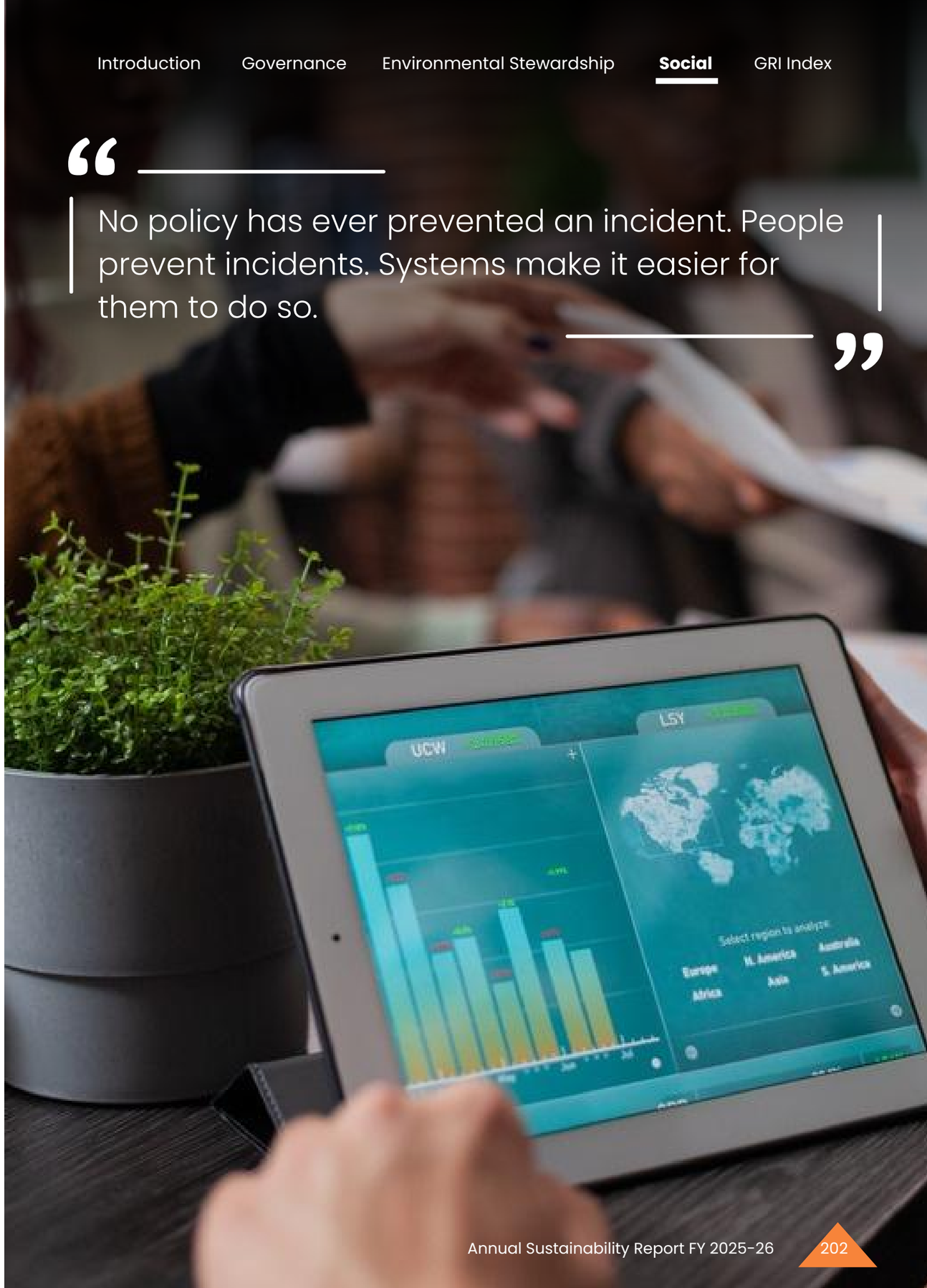
Security
- Dedicated security personnel code of conduct with recorded training
- Scheduled FY 2026–27

Human rights
- Structured consultation with potentially affected groups and civil society organisations
- Scheduled FY 2026–27

Supply chain
- Supplier social assessment covering a majority of procurement spend
- Not currently measured

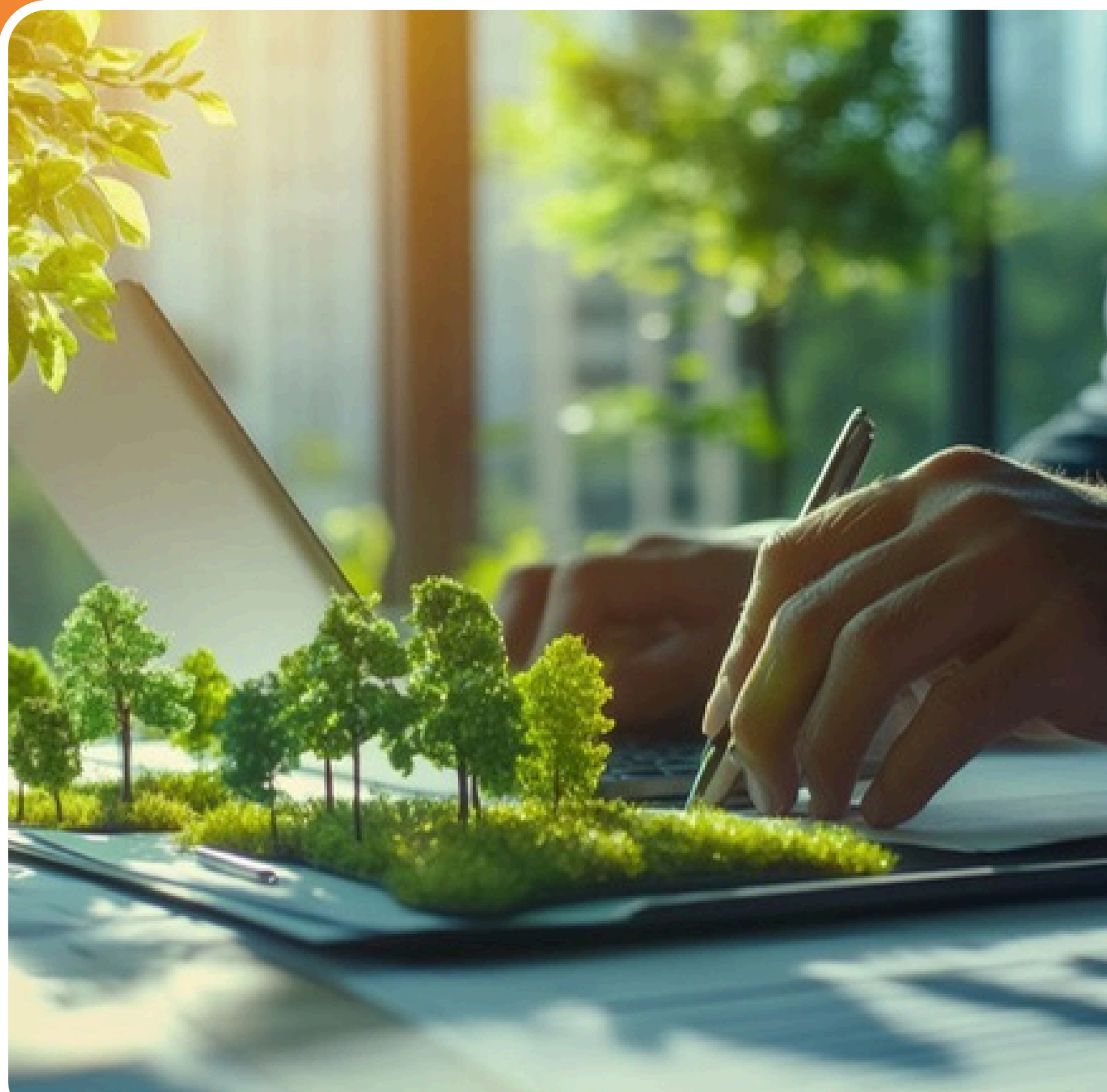
Supply chain
- Supplier social audit programme established with corrective action tracking
- Not currently implemented

Community
- Consistent beneficiary measurement across 100% of CSR programmes
- In design



05

GRI Index



GRI Index

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UNGC INDEX

UNGC Principle	Category	Description of Principle	Page N0.
Principle 1	Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights.	44, 181–182, 193
Principle 2	Human Rights	Make sure that they are not complicit in human rights abuses.	181, 186–187, 193–194
Principle 3	Labor	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	65, 162, 185
Principle 4	Labor	The elimination of all forms of forced and compulsory labor.	181, 183–184
Principle 5	Labor	The effective abolition of child labor.	181, 183, 192
Principle 6	Labor	The elimination of discrimination in respect of employment and occupation.	175–180
Principle 7	Environment	Businesses should support a precautionary approach to environmental challenges.	103–104, 139–142
Principle 8	Environment	Undertake initiatives to promote greater environmental responsibility.	97–99, 151–156
Principle 9	Environment	Encourage the development and diffusion of environmentally friendly technologies.	111–119, 128–130, 139–142
Principle 10	Anti-Corruption	Businesses should work against corruption in all its forms, including extortion and bribery.	66–72

Assurance Letter

Independent Assurance on verification of ESG Performance and Targets

Anares/AR/26-14

Reporting Period – April 2022 to March 2023
April 2023 to March 2024
April 2024 to March 2025
April 2025 to March 2026

The Management
Ami Lifesciences Private Limited.
7th Floor, 1038 Lilleria, Gotri-Sevasi Road,
New Alkapuri, Vadodara,
Gujarat - 390021

Independent Assurance Report
Anares Analytics LLP was appointed by Ami Lifesciences Private Limited. referred to as 'the Company') to conduct a limited assurance engagement on the ESG and sustainability information presented in the Company's ESG KPI Roadmap report. This critical task involved a thorough examination to verify the accuracy and reliability of the sustainability data disclosed in the document along with the material topics identified by Materiality Assessment between their stake holders. The sustainability information provided within the report in accordance to the comprehensive guidelines set forth by the Global Reporting Initiative's (GRI) Universal Standards 2021 ISO 14064-1:2018 and Green House Gas Protocol, ensuring that the reported data are in accordance with globally recognized sustainability reporting frameworks. This engagement by Anares Analytics LLP underscores the Company's commitment to transparency and accountability in its sustainability practices, highlighting its dedication to adhering to international standards for reporting on its environmental, social, and governance (ESG) efforts

Scope of Assurance and Methodology
The Scope of our work for this assurance engagement was limited to review of information pertaining to environmental, social and Governance performance such as Commitments / KPIs and Green House Gas (GHG) Emissions Inventory for the mentioned reporting period and to verify it is in accordance with reference to GRI universal standard 2021.

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We conducted, on a sample basis, review and verification of data collection / calculation methodology and general review of the logic on inclusion / omission of necessary relevant information / data and this was limited to: Remote verification of data, on a selective test basis, for the following units / locations, through consultations with the site team and sustainability team.

Execution of audit trail of claims and data streams, on a selective test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;

Review of Company's plans, policies and practices, pertaining to their Social, Environmental and sustainable development, so as to be able to make comments on the fairness of sustainability reporting.
Review of company's approach towards materiality assessment disclosed in the report to identify relevant issues.

Locations Covered

Sr.No.	Locations
1.	701 to 710, 7th Floor, 1038 Lilleria, Gotri-Sevasi Road, New Alkapuri, Vadodara, Gujarat – 390021
2.	Block No.82/B, ECP Road, At & Post. Karakhadi-391450 Taluka: Padra Dist.: Vadodara Gujarat, INDIA.
3.	305, 3rd Floor, Nitco Biz Park, Rd Number 16U, Nehru Nagar, Wagle Industrial Estate, Thane West, Thane, Maharashtra 400604

Our Observations

The Company has demonstrated its commitment to sustainable development by reporting its performance on various material topics for the year 2022 The Company has prepared report having sustainability data in accordance to GRI universal standards 2021.

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The Report includes a description of the ESG Performance in terms of Key Performance Indicators (KPI) and verification of GHG Emissions of Scope 1, Scope 2 and Scope 3. There is further scope to strengthen data management system to ensure uniform and accurate reporting. Areas of further improvement wherever identified have been brought before the attention of the management of the company.

Conclusion

On the basis of our procedure for this limited assurance, nothing has come to our attention that causes us not to believe that the company has reported on material sustainability issues relevant to its business.

Mr. Pankaj Shah
Director
Anares Analytics LLP
Date: 19th June 2026
Place: Surat

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