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SUSTAINABILITY REPORT 2025-26

Thinking **GREEN** Implementing **GREEN**

Jubilant Agri and Consumer Products Limited (JACPL) conducts its business in accordance with the concept of “**triple bottom line**” focusing equally on economic, social and environment aspects of sustainability.



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CHAIRMAN STATEMENT

Dear Stakeholders,

“

At Jubilant, our foremost priority has been to ensure safety and health of employees and maintain business continuity.

Our constant endeavour is to manage and reduce our Environmental and social footprint, even as we expand our Operations.

”



I am sharing with you the 15th Sustainability Report of Jubilant Agri and Consumer Products Limited for the year gone by. This report as in early years is a proactive disclosure of the Company's performance covering Economic, Environment and Social Aspects. Once again, the Report conforms to the highest "In Accordance - Comprehensive" level of reporting prescribed in the GRI Standards of the Global Reporting Initiative (GRI).

Jubilant is committed to develop products that are safe, durable and have minimal environmental impact. Improvement in Power & Fuel Norms in our various manufacturing plants has reduced energy intensity and GHG

emission by 8845.9 tCO₂. Approximate 33% of total direct energy consumed in FY25-26 came from renewable fuel - Rice husk. Use of rice husk eliminated **5278 MT** of coal consumption resulting into reduction of GHG emission by **8845.9 tCO₂**. Apart from this, we have eliminated the use of HSD by replacing our diesel gensets with PNG (cleaner fuel) based gensets and switching boilers operation from LDO to PNG at our Sahibabad Plant.

Company's efforts in its drive for sustainable growth has always been recognized in prestigious forums.

- **Gajraula plant** has received "**Grow Care Safety Award**" in **Platinum category** for plant's performance in **Safety Excellence**.
- **Gajraula plant** has received Outstanding Achievement in "**Green Tech Safety Excellence**" Category.



- **Sahibabad plant** has received **"Grow Care Safety Award"** in **Gold category** for **plant's performance in Safety Excellence**.
- **Savli plant** has received **"Grow Care Safety Award"** in **Gold category** for **plant's performance in Safety Excellence**.
- **Kapasan plant** has received **"Grow Care Safety Award"** in **Gold category** for **plant's performance in Safety Excellence**
- **Savli Plant** has been awarded **"Bronze Rating for the Sustainable Performance"** by ECOVADIS.
- **Gajraula Plant** has been Awarded **"Bronze Rating for the Sustainable Performance"** by ECOVADIS

Jubilant Bhatia Foundation ('JBF'), formed in the year 2007, a not-for-profit arm of the Jubilant Bhartia Group works towards conceptualisation and implementation of CSR

activities of all group companies of Jubilant. The Company's CSR activities are in Healthcare, Education & Livelihood.

With 4P (Public-Private-People-Partnership) model, the CSR activities of the Company focuses towards empowering and adding value in the lives of the communities around the area of operations of the Company. JBF's detailed activities

With a vision to bring progressive social change through strategic multi-stakeholder partnership and bring about a 'social change' involving "knowledge generation & sharing, experiential learning and entrepreneurial ecosystem", during the Financial Year 2024-25, Jubilant continued working towards enhancing the quality of life of the community around Kapasan, one of its apex stakeholder.

Priyavrat Bhartia
Chairman
26th May 2026



SUSTAINABILITY VISION & STRATEGY

Sustainability Vision



At Jubilant Agri & Consumer Products Limited (JACPL), sustainability is embedded in our business strategy and decision-making processes. We are committed to delivering high-quality products that support agricultural productivity and consumer well-being while minimizing environmental impacts, protecting natural resources, ensuring the health and safety of our workforce, and generating positive social outcomes for the communities in which we operate.

“

To be a trusted leader in sustainable agriculture and consumer products by creating long-term value for stakeholders through responsible manufacturing, environmental stewardship, workplace safety, innovation, and community development while contributing to climate resilience, resource conservation, and sustainable growth

”

Sustainability Strategy

Our sustainability strategy is built around three interconnected pillars that support long-term business resilience and stakeholder value creation.



Environment

Protecting Natural Resources and Addressing Climate Change

We are committed to reducing our environmental footprint through responsible resource management, energy efficiency, pollution prevention, and circular economy practices.



Key Priorities

- Improve energy efficiency across all operations.
- Increase the use of renewable and low-carbon energy sources.
- Reduce greenhouse gas (GHG) emissions and climate-related risks.
- Enhance water conservation, recycling, and rainwater harvesting.
- Promote waste minimization, recycling, and resource recovery.
- Strengthen biodiversity conservation through green belt development and plantation programs.
- Maintain full compliance with environmental regulations.

Long-Term Ambition

To achieve resource-efficient, low-carbon manufacturing operations while supporting climate action and environmental sustainability.

Social

Empowering People and Communities

We believe that our employees, contractors, customers, and communities are critical to our long-term success. We strive to create a safe, inclusive, and engaging workplace while contributing to the well-being of society.

Key Priorities

- Achieve excellence in occupational health and safety.
- Maintain a strong safety culture through behavioral and process safety programs.
- Enhance employee learning, capability development, and leadership skills.
- Promote diversity, equity, and inclusion.
- Strengthen employee wellness and engagement.
- Support farmers through crop nutrition solutions and agricultural outreach programs.





- Create positive social impact through community development initiatives aligned with local needs.

Long-Term Ambition

To foster a safe, inclusive, and empowered workforce while creating lasting positive impacts on the communities we serve.

Governance

Driving Responsible and Ethical Business Practices

Strong governance is fundamental to sustainable business performance and stakeholder trust.

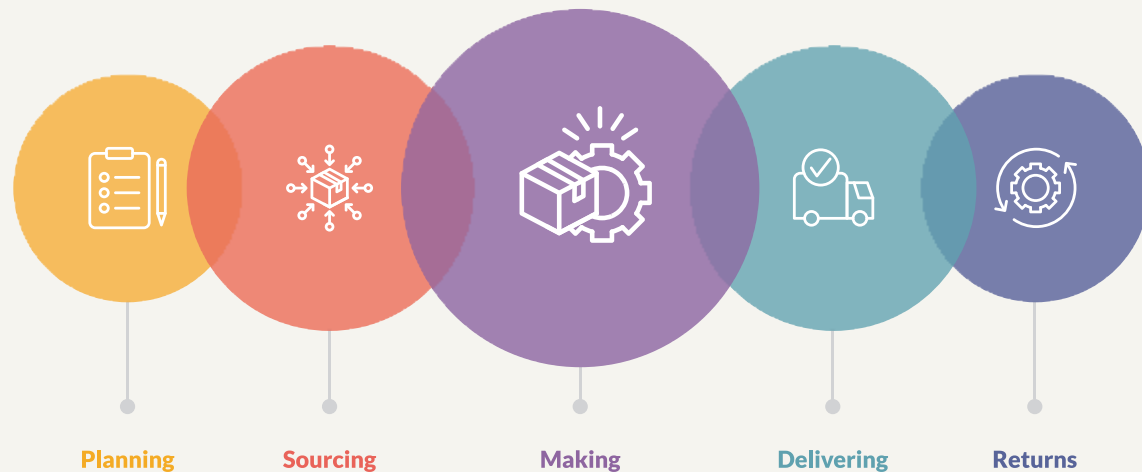
Key Priorities

- Maintain high standards of business ethics and integrity.
- Strengthen ESG governance and oversight.
- Ensure compliance with applicable laws and regulations.
- Promote transparency and accountability in decision-making.

- Strengthen risk management and business resilience.
- Enhance responsible sourcing and sustainable supply chain practices.
- Protect human rights throughout the value chain.

Long-Term Ambition

To uphold the highest standards of corporate governance, ethical conduct, and responsible business practices across our operations and value chain.



ORGANIZATIONAL PROFILE



Jubilant Agri and Consumer Products Limited is the flagship Company of the Jubilant Bhartia group. Jubilant Agri and

Consumer Products Limited (JACPL) is a public limited company with listing on BSE Limited and National Stock Exchange of India Limited (NSE). Jubilant Agri and Consumer Products Limited is a well-diversified company with product portfolio that includes Crop Nutrition & Crop Growth Products; Consumer products like Adhesives, Wood Finishes; Food Polymers; Latex such as Vinyl Pyridine, SBR and NBR latex. The Company's success so far in this business is an outcome of its strategic vision to attain leadership position in each of its business. Driven by a culture of innovation the company focuses on delivering world class products and services to its customers.



The Company operates in both Business to Business (B2B) and Business to Customer (B2C) segment.



There has been no significant change in the business structure of the Company in the reporting period.

The Company reported consolidated Revenue from operations of Rs. 18911 Million, EBITDA of Rs.2001 Million & Net Profit of Rs. 1279 Million in FY 2025-26. The Basic EPS for FY 2025-26 was Rs. 85. Our Agri Products business reported revenue of Rs. 6923 Million and Performance Polymer business reported revenue of Rs. 12386 Million.

The total capitalization broken down in terms of debt and equity is Rs. 279 Million and Rs. 4599 Million respectively.

As on **31st March 2026** total number of 1587 employees were employed by the Company.

Corporate Office and Registered Office:

The Company's Corporate Office is located at pristine building at following address;

Corporate Office:

Plot No. 142, Chimes, 3rd Floor, Sector 44, Gurugram, Haryana 122003, India Tel:+91-124-2577229, Fax: +91-120-7186176/6140

Registered Office:

Bhartiagram, Gajraula, District Amroha- 244 223, Uttar Pradesh, Tel: +91-5924-252351-60; Website: www.jubilantindustries.com

Manufacturing Sites and Research and Development (R&D)

Jubilant Agri & Consumer Products Limited (JACPL) has geographically diversified manufacturing sites situated across India.

It has 4 Manufacturing locations in India: Gajraula, Kapasan, Samlaya and Sahibabad. The company boasts off a highly competitive product lines based on quality, customer service, product performance, price and product innovations.

Manufacturing Sites Uttar Pradesh

Bhartiagram, Gajraula, Amroha, Uttar Pradesh, 244223 India

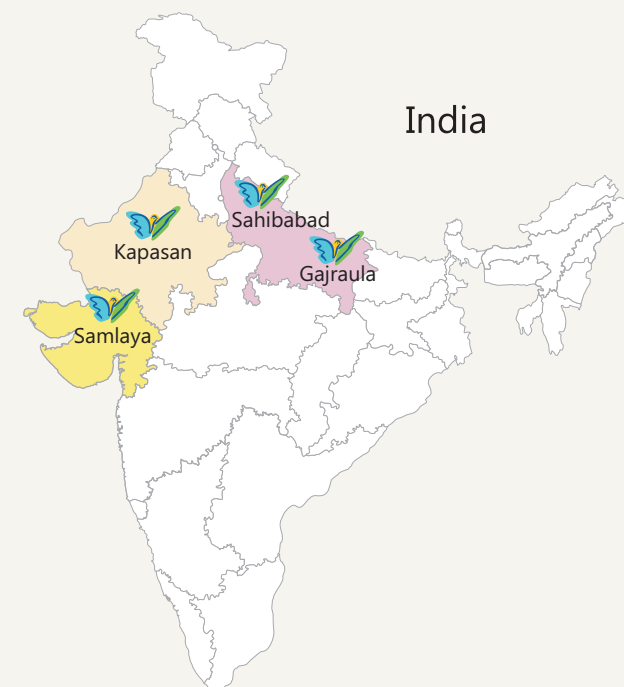
C 2 & 3, Site IV, Sahibabad industrial area Sahibabad, Distt Ghaziabad - 201010 Uttar Pradesh, India

Gujarat

Block 133, Village Samlaya Taluka Savli, Distt.Vadodara 391520 Gujarat, India

Rajasthan

Village Singhpur, Tehsil -Kapasana Distt. Chittorgarh, Rajasthan, India



RESEARCH & DEVELOPMENT: DRIVING INNOVATION AND GROWTH

The Company is committed to Research and "Development (R&D), which is a cornerstone of its innovation-led growth strategy. With advanced R&D and Technology Centres that adhere to global standards, it focuses on developing differentiated products, optimising formulations, and enhancing process efficiencies. In FY2025-26, the R&D function significantly pushed innovation across the Company's Consumer and Latex businesses, leading to the successful launch of several new products specifically designed to meet evolving customer needs.

The Company's capabilities in collaborative product development were strengthened while working closely with end-users to co-create solutions for unmet market demands. Its R&D teams were actively engaged in recipe optimisation, sustainability-driven innovation, and technology platform development, particularly in the Latex segment, where new formulations have enhanced performance and customer satisfaction. Furthermore, R&D

continues to support Six Sigma initiatives, contributing to operational excellence and scalability throughout the Company's manufacturing operations.

Leadership Position:

The Company has achieved global leadership in its various product brands based on our internal assessment.

Food Polymer :

No.1 in India and globally No.3 for for PVAc in solid form for chewing gum base

Latex Products:

No.1 in India and amongst the top 2 players globally for Vinyl Pyridine Latex for automobile tyres and conveyor belt

Agri Products :

Amongst top 3 brands in India for Single Super Phosphate fertilizer and a significant agro nutrient player

Consumer Products: Consumer brand "Jivanjor" is the 2nd largest brand in India in consumer adhesives and a significant player in the Indian wood finishes market.

Application Polymer: Major player in the industrial adhesives market in India catering to PSA, packaging, lamination and other specialized applications.



Jubilant Agri and Consumer Products Limited (JACPL) has following business divisions

1. Food Polymers Division
2. Latex Division
3. Agri Products Division
4. Consumer Products Division

The products are grouped under various categories based on their applications;

Food Polymers

The Company's products primarily serve the chewing gum and bubble gum industry. The chewing gum industry in India is expected to be US\$125.49 million in size in 2025 and will experience significant growth to touch a projected market size of US\$153.61 million by 2030, growing at a CAGR of 4.17% between



2025 and 2030. The market is seeing increased competition with new entrants and product innovations, particularly in the natural and functional gum segments. In FY2025-26, the industry recovered with growth supported by rising demand for sugar-free and functional gums, innovation in flavours and packaging, and expanding consumption in emerging markets. While the pace of recovery remains gradual, the long-term outlook for the industry is positive. The global chewing gum market size was estimated to be around US\$28.69 billion in 2024. It is projected to reach \$38.70 billion by 2033, with a compound annual growth rate (CAGR) of 3.04% between 2025 and 2033, according to IMARC Group.

Key Industry Trends that affect the demand for the Company's products:

- Competition and Innovation: The market is becoming more competitive, with new players entering and existing ones innovating with new flavours, formulations, and packaging.
- Evolving Consumption Occasions: Brands

are working to expand gum's appeal by creating new consumption occasions, such as associating gum with oral hygiene or stress relief.

- Growth in Functional and Natural Gums: Consumers are increasingly seeking healthier and more natural options, leading to a rise in demand for functional gums with added benefits like probiotics or nicotine for smoking cessation, and natural ingredient-based gums. The functional chewing gum market in India is also growing, with a projected market size of US\$54.6 million by 2027, growing at a CAGR of 10.4% from 2020 to 2027.
- Health, Wellness and Sustainability Focus: Rising awareness about ingredients and health benefits is influencing consumer choices, pushing demand for healthier options. Eco-friendly and biodegradable options are gaining traction, reflecting a growing consumer interest in sustainable products.



Latex:

Synthetic Latex: The Company's products primarily serve the tire industry. The Indian tire industry caters to the growing demand from the Automotive OEMs and the replacement market, which is driven by the expanding vehicle base. Tire exports form a significant share of the industry's revenues. To the total sales volume, the replacement category contributes the majority with a ~60% share. OEM's share is 30% and the rest is contributed by exports. Tire sales in the Indian market are estimated to be ~220 million, with 140 million tire demand from the replacement market and 80 million from OEMs.

The Indian tire market size was US\$16.3 billion in 2024 and was expected to touch US\$25.8 billion by 2032 with a CAGR of 5.9%, as per a report by Credence Research. However, the Automotive Tyre Manufacturers Association estimates the current industry size to be ~₹1 lakh crores. It reported that the tire exports in FY2024-25 touched ₹25,051 crores with a 9% growth over the previous year. They were

exported to more than 170 countries, with the United States being the largest market.

Key Industry Trends that affect the demand for the Company's products:

- The Indian Automotive industry's domestic sales in FY2024-25 grew 7.3% in volume terms, while exports rose 19.2%, reflecting strong global demand. Passenger vehicle sales grew by a modest 2% in the domestic market due to the high base effect and 14.6% in the export market. The industry is expected to see low to mid-single digit growth in FY2025-26 as a few segments, such as two-wheelers, small cars and some commercial vehicle segments likely to see a decline.
- Access to Natural Rubber is one of the major concerns for the Indian tire industry, as 40% of the supply is from imports. Globally, Synthetic Rubber makes up 60% of the tire industry consumption, whereas in India, Natural Rubber dominates with a 60% share in the consumption. Hence, combining these trends presents a significant growth

opportunity for the Company's products, catering to this market.

Agri Products

The Company's products from its Agri Business play a key role in improving the productivity and yield of the Agriculture sector, which plays a vital role in shaping the Indian economy. The sector is not just a source of food and employment but also a foundation for the country's economic stability and rural development. Agriculture is the largest source of employment in India with a 46.1% share in the total employment. The sector's



contribution to India's Nominal Gross Value Added (GVA) in FY 2024-25 was ~18%.

India is self-sufficient in food grains and is among the top producers of rice, wheat, pulses, milk, fruits and vegetables globally. The Agriculture sector, therefore, plays a critical role in ensuring national food security and feeding over 1.4 billion people. India is also a major exporter of rice, spices, tea, coffee, cotton, marine products, etc., and aims to double its agricultural exports to US\$100 billion by 2030, up from US\$51.91 billion in FY2024-25.

The Role of Fertilisers in Agriculture

Fertilisers are vital in agricultural production, supplying essential nutrients to crops and boosting yields. In India, where a large proportion of agriculture relies on rain-fed systems and small-scale farming, challenges like low productivity and poor crop quality persist. Continuous cultivation on the same plots has led to declining soil fertility in many regions. To address these issues, the Indian

government has promoted the use of nitrogen-based fertilisers and introduced economic reforms to make fertilisers more affordable. Subsidised fertilisers have played a crucial role in enhancing productivity and ensuring food security.

Key Phosphatic Fertilisers

The most commonly used phosphatic fertilisers in India are **Diammonium Phosphate (DAP)**, **NPKs**, and **Single Super Phosphate (SSP)**. Among nitrogenous fertilisers, **Urea** remains the most widely used.

- 1. Single Super Phosphate (SSP):** SSP is a multi-nutrient fertiliser that primarily provides **Phosphate**, along with secondary nutrients like **Sulphur** and **Calcium**. Additionally, it is fortified with Magnesium, **Boron** and **Zinc** to address micronutrient deficiencies prevalent in Indian soils.
- 2. Diammonium Phosphate (DAP):** DAP is the most widely used phosphatic fertiliser globally due to its high nutrient content and

excellent physical properties. It serves as a rich source of **Phosphorus (P)** and **Nitrogen (N)**, which are crucial for plant growth and development.

- 3. NPK Fertilisers:** NPK fertilisers are compound fertilisers that combine **Nitrogen, Phosphorus**, and **Potassium** in varying proportions. These versatile formulations are tailored to meet the specific nutrient needs of different crops, enhancing productivity and quality.

As a phosphorus-rich fertiliser, SSP is particularly important for promoting root development, improving crop yield, and maintaining soil fertility. The Indian government recognises this crucial role of SSP in enhancing agricultural productivity, and because SSP is also cost-effective, it supports the use and adoption of SSP through:

- The government promotes the use of SSP due to its nutrient profile that includes secondary nutrients like Sulphur (S) and



Calcium (Ca), essential for balanced crop nutrition. In addition, because of the increasing **micronutrient deficiencies** in Indian soils, the government supports the application of **fortified SSP** containing **Boron** and **Zinc** to address these gaps effectively.

- The Government has covered SSP under the **Nutrient-Based Subsidy (NBS) Scheme**, which will make SSP affordable for farmers to use, promoting widespread adoption. The government supports domestic SSP manufacturers through subsidy allocations and encourages increasing production capacity to reduce dependency on imported phosphatic fertilisers.
- To make agriculture sustainable, the Government focuses on balanced and **integrated nutrient management** by promoting SSP as a complementary product to nitrogen fertilisers, especially in regions where soil phosphorus levels are low, and thus preventing the overuse of **urea (nitrogenous fertilisers)**, which can degrade soil health.

- Government's agricultural extension programs promote the benefits of SSP to farmers, highlighting its role in improving crop quality and soil health. Research institutions and agricultural universities, supported by the government, conduct studies to enhance SSP formulations and increase their efficiency.

The total sales of fertilizers in India stood at an all-time high of 655.94 lakh MT in FY2024-25, as against 600.79 lakh MT in FY2023-24, up by

9.2%. The previous high was 621.91 lakh MT in FY2020-21 during the COVID pandemic. Import of fertilisers also dropped 9.7% to 152.22 lakh MT from 168.49 lakh MT, in which DAP dipped 17.1% to 45.69 lakh MT from 55.14 lakh MT. But MOP import surged 29.8% to 27.34 lakh MT from 21.06 lakh MT, and Complex rose 3.9% to 22.72 lakh MT from 21.87 lakh MT.

Phosphatic Fertiliser Sales in India (lakh MT)

Fertilisers	FY2025-26	FY2024-25	FY2023-24	Variation	% Contribution in FY 2025-26
DAP	94	93	108	1.24%	32%
NPK's	141	142	111	-1.03%	49%
SSP	55	49	45	12.19%	19%
Phosphatic Fertilizers	290	284	264	2.00%	100%

Phosphatic Fertiliser Production in India (lakh MT)

Fertilisers	FY2025-26	FY2024-25	FY2023-24	Variation	% Contribution in FY 2025-26
DAP	39.01	37.69	42.93	3%	18%
NPK's	120.09	113.26	95.48	6%	56%
SSP	56.73	51.83	44.45	9%	26%
Phosphatic Fertilizers	215.82	202.79	182.86	6%	100%



Key Industry Trends that affect the demand for the Company's products:

- **Government Support:** The Indian government's support to the Agriculture sector through various reforms, policies and subsidies empowers and protects the farmers. The key among these includes Minimum Support Price (MSP), Pradhan Mantri Kisan Samman Nidhi (PM-KISAN) with direct income support of ₹6,000 annually to small and marginal farmers, Pradhan Mantri Fasal Bima Yojana (PMFBY) provides a crop insurance scheme, e-NAM (National Agriculture Market) to connect farmers with buyers across India through a digital marketplace, Agri-Infra Fund of ₹1 lakh crore to develop post-harvest infrastructure and PM-KUSUM Scheme to promote the use of solar energy in agriculture by providing subsidies.
- **Technology Adoption:** Technological innovations such as use of GPS, sensors, and data analytics to optimize the use of water, fertilizer, and pesticides, use of

Mobile Apps and Agri-Tech Platforms to find market prices, expert advice, and logistic support, etc.

- **Organic and Natural Farming:** With growing awareness of sustainability, farmers are shifting towards chemical-free farming methods with government support.

Industrial Chemicals

Industrial Chemical offered by Jubilant is Sulphuric Acid (H₂SO₄ 98.4%) which is a strong mineral acid. It is a basic raw material used in a wide range of industrial process and manufacturing operations. It has a wide application in Fertilizers, Detergents, Paints, Iron/Steel Pickling, Alum, Dyes, Pharmaceuticals, Sugar/ Vegetable oil Refining industry.

Performance Polymer Consumer Products

Business Profile - Our Consumer Products division specializes in Wood Working Adhesives and Wood Finishes.

- 'Jivanjor' stands out as a prominent name in the wood working adhesives sector. Our water-based adhesives are known for their quick setting time at room temperature and superior bond strength, which significantly enhance the durability of furniture and fixtures. Our product portfolio also encompasses a variety of specialty adhesives that cater to diverse requirements within the water-based category. Additionally, we offer contact adhesives that are synthetic rubber-based, providing rapid drying and excellent performance in vertical lamination applications.
- Under our Wood Finishes brands 'Charmwood' and Ultra Italia PU, we offer a comprehensive wood finishing system, as well as stains and ancillary products for the decoration and protection of wooden furniture. Our wood finishing system comprises Gloss and Matt variants of Melamine finish, Nitrocellulose finish, and PU Alkyd finish. These systems exhibit remarkable fast drying properties and



offer resistance against stains and scratches. Moreover, our wide range of Wood stains allows for the creation of unique colors that cater to various consumer preferences. To ensure successful application, we also provide ancillaries such as sealers and thinners. Furthermore, we have ventured into the premium wood-finish market with our exclusive Ultra-Italia range of PU products.

With a nationwide distribution network, our brands 'Jivanjor' 'Charmwood' and "Ultra Italia" are major players in their respective segments.

WOOD WORKING ADHESIVE PORTFOLIO



Allpurposeadhesive
Hybridpolymer technology



Heat&water
proofadhesive



Waterproof
adhesive



D3 certified,waterproof
Fast drying(1hour*)



Antibubble
vertical lamination



Superfastbonding,
benzene free, setting time
(5min*)



Specialistadhesive
for PVC, Acrylic



Aerosolspray for
wood working industry

MAINTENANCE DIVISION: PRODUCT PORTFOLIO



Maintenance spray
for rust removal
and corrosion
protection



General purpose
cyanoacrylate



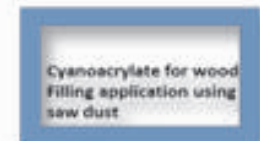
Maintenance spray
for rust removal
and corrosion
protection



Cyanoacrylate in gel form
for electronic and auto
industry



Cyanoacrylate for flex,
PVC and plastic
bonding



Cyanoacrylate for wood
Filling application using
saw dust



Epoxy putty for
sealing leakage



Silicon sealant for
Gap filling and
pasting

Glue Sticks for art & craft



WOOD FINISH PORTFOLIO



COMPLETE RANGE OF WOOD FINISH

**ULTRA
ITALIA**
LUXURY WOOD FINISH

UI PU Clear



Pack Sizes: 1L, 1.5L, 5L,
7.5L, 10L, 20L & 30L

UI Esperto PU Clear



Pack sizes: 1L, 1.5L, 5L,
7.5L, 10L, 20L & 30L

UI PU Colour



Pack sizes: 1L, 4L, 8L

UI Water Base PU 1K



Pack sizes: 1L, 5L & 10L

UI Water Base Natural Finish 2K



Pack sizes: 1L & 5L

UI Parquet



Pack sizes: 1L

UI Acrylic



Pack sizes: 1L, 2L, 5L,
10L & 20L

UI Polyster



Pack sizes: 1L, 5L & 20L

UI Special Effects



Pack sizes: 1L

UI Epoxy



Pack sizes: 1L, 2L, 4L & 10L

UI Premium Wood Stains



Pack sizes: 100ml & 1L

UI Wood Filler



Pack sizes: 500g

CHARMWOOD®
Premium Wood Finishes

CW PU



Pack sizes: 1L, 4L & 20L

CW PU Colour



Pack sizes: 1L & 4L

CW Epoxy



Pack sizes: 1L & 4L

CW Rapudo



Pack sizes: 1L, 4L & 20L

CW Melamine



Pack sizes: 1L, 4L & 20L

CW Melamine Maestro



Pack sizes: 1L, 4L & 20L

CW Melamine Superio



Pack sizes: 1L, 4L,
20 & 200L

CW NC



Pack sizes: 1L, 4L,
20 & 200L

CW Woody



Pack sizes: 0.2L, 0.5L, 1L,
4L & 20L

Wood Polish



Pack sizes: 500ml, 1L & 5L

CW Wood Stain



Pack sizes: 500ml, 1L & 5L

CW Wood Filler



Pack sizes: Kg pack size.



Product Portfolio

The Consumer Products division offers a comprehensive portfolio of Woodworking Adhesives and Wood Finishes, catering to the evolving needs of the furniture, interior décor and construction industries. Backed by trusted brands, innovative product development and an extensive distribution network, the division continues to strengthen its presence across key market segments.

Jivanjor

Jivanjor is one of the Company's flagship brands and a well-recognized name in the woodworking adhesives market. Its portfolio of water-based adhesives is known for quick setting at room temperature, superior bond strength and long-lasting performance, making it a preferred choice for furniture and fixture applications. The brand also offers a range of speciality water-based adhesives designed to meet diverse customer requirements across applications. In addition, the Company manufactures synthetic rubber-based contact adhesives that provide rapid

drying and excellent performance in vertical lamination, delivering reliability and ease of application.

Building on Jivanjor's strong brand equity in the water-based adhesives category, the Company has expanded the brand into the Packaging Adhesives segment. It has introduced multiple grades of Water-Base Packaging Adhesives for Offset, Rigid and Flexible Packaging, offering customers greater flexibility across packaging applications. These products are currently undergoing market trials and have received encouraging feedback from customers. Going forward, the Company plans to broaden its packaging adhesives portfolio further to capitalise on the growing opportunities in this segment.

Charmwood and Ultra Italia

Under its Wood Finishes portfolio, the Company markets products through the Charmwood and Ultra Italia PU brands. The portfolio includes a complete range of wood finishing solutions, wood stains and ancillary

products that enhance the appearance, durability and protection of wooden furniture. The wood finishing range comprises Gloss and Matt variants of Melamine Finish, Nitrocellulose Finish and PU Alkyd Finish. These products offer fast drying characteristics along with excellent resistance to stains and scratches. The Company's range of wood stains enables customers to achieve a wide variety of finishes and colours to suit different aesthetic preferences. To ensure optimum application performance, sealers, thinners and other ancillary products complement the portfolio.

The Company has also strengthened its presence in the premium wood finishes category through the exclusive Ultra Italia range of PU products. During the year, it further strengthened the portfolio under the Ultra Italia brand, enhancing its offering in the premium segment.

Supported by a robust nationwide distribution network, Jivanjor, Charmwood and Ultra Italia have established themselves as leading brands



in their respective categories. Together, they reinforce the Company's position as a trusted provider of high-quality adhesive and wood finishing solutions across India.

New Product Launches

Vamicol Superfast: Kerala Launch

The Company successfully launched Vamicol Superfast in the Kerala market during the year, as part of its regional expansion strategy. Recognised for its superior performance and backed by the Company's unwavering commitment to quality, the product has received an encouraging market response. The launch is expected to open new growth opportunities in the region while further strengthening the Company's leadership position in the woodworking adhesives category.

Jubipaste: Instant Grip Adhesive

The Company expanded its consumer products portfolio with the launch of Jubipaste, an instant grip adhesive sealant based on advanced silicon technology. Engineered for

mounting, fixing and building applications, Jubipaste's MS(Multi Substrate) Technology eliminates the need for bracing, nailing, screwing and other fastening devices. The launch reinforces the Company's focus on innovation and strengthens its presence in the fast-growing home improvement and construction solutions market.

JubiQuik: Superfast Adhesive

The Company strengthened its adhesive portfolio with the launch of JubiQuik, the superfast adhesive that can be used on more surfaces than regular instant adhesives. Designed for demanding woodworking, furniture manufacturing and repair applications, the product combines speed, reliability and ease of use, enabling customers to achieve high-quality bonding with greater efficiency.

Launch of Ultra Italia Esperto Clear Range

The Company further strengthened its premium wood coatings portfolio with the launch of the Esperto Clear Range. Developed

to deliver superior clarity, finish quality and durability, the new range enhances the Company's premium product offering while addressing the evolving needs of customers in the wood finishing segment.

Ultra Italia at India Wood Exhibition, Bengaluru

The Company showcased its premium Ultra Italia range at the India Wood Exhibition, Bengaluru, strengthening its presence in the woodworking and furniture industry while highlighting its latest product innovations.

Ultra Italia at India Wood Exhibition, Bengaluru

The Company showcased its premium Ultra Italia range at the India Wood Exhibition, Bengaluru, strengthening its presence in the woodworking and furniture industry while highlighting its latest product innovations.



New Product Launches



Packaging Adhesive



Maintenance Division: Product Portfolio



Construction Chemical Division: Product Portfolio



REPORT PROFILE & REPORTING PRINCIPLES



The Corporate Sustainability Report for Jubilant Agri and Consumers Products Limited (JACPL) covers the performance period from April 1, 2025 to March 31, 2026 and the time

period is considered similar for data collation convenience to other statutory reporting such as Annual Report and Environmental Statement.

The last Corporate Sustainability Report was prepared for the performance period from April 1, 2024 to March 31, 2025 and was Self-Assured by Independent Internal team and was Self-declared as per GRI Standards and released in Annual General Meeting held on 26th May 2026.

This report will be published on annual basis along with the Annual Report of the Company. The Sustainability performance topic specific standards of GRI Standards are included in the report as per the materiality reporting principle of GRI. The other requirements of these guidelines have also been followed. Jubilant Bhartia Group has strong foundation of Sustainability Reporting. In this report, the efforts are made to adequately address the change in business as well as the challenges and opportunities along with the Economic, Environment and Social performance of the Company. GRI Standards have been referred for 'Applying the Report Content Principles' in preparing the report.



The report covers all four manufacturing sites i.e. Gajraula & Sahibabad in Uttar Pradesh, Kapasan in Rajasthan and Samlaya in Gujarat for the performance. The report includes all major activities which have significant impact on sustainability. The performance for the report does not consider the R&D activities and Corporate Office performance for Sustainability. Also, the aspects for the Jubilant Agri and Consumer Products Limited (JACPL) distribution channels, marketing offices, warehouses, out of office business meetings, out of country business supporting offices have not been considered. Labour Practices and Human Rights Performance for Corporate Office have been considered in the Report. The data measurement techniques adopted for reporting are based on its practicability.

The Material Aspects have been identified and accordingly reported for within the organisation. The materiality assessment does not cover any entities across the Value Chain outside the Company other than Sustainability Aspect performance identified in Suppliers Assessment. Measures have been taken for improving the system including strengthening

the training and awareness on Sustainability Aspects. Approach of Management Information System (MIS) in form of EHS monthly reporting and updates from manufacturing locations is send to Corporate Office. If any deviation / clarification is needed, the same is reviewed with plant representatives and resolved.

External Assurance:

This report is internally verified to be 'In Accordance'- Comprehensive Level of Reporting as per GRI Standards and no External Assurance has been taken.

Application Level - Self Declaration

Self-Declared- Report Data Verification carried out internally by Senior Team Report is as per GRI Standards 'In Accordance'- Comprehensive level of reporting.

All resources consumed are based on actual measurement. There are no re-statements of information in the report. Previous years' figures have been re-grouped / re-arranged wherever found necessary to conform to this year's (FY 2025-26) classification.

The contact person for any questions/ clarification/feedback related to this report is;

Prateek Maheshwari

Head - EHS & Project

Jubilant Agri & Consumer products Limited

Bhartiagram, Gajraula -244223

Email: jil_sustainability@jubl.com

REPORTING SCOPE AND BOUNDARY FOR MATERIAL ASPECTS

A multi-dimensional process to capture material sustainability issues has been followed for this report. The Company recognises that there is a way to align Company's reporting process and continue to improve for integrity and accountability. Analysis of these issues is an important input to Company's business strategy and risk management framework.

The report is structured in seven major focus areas which are the essential elements of sustainability related to the Company's business. However, other required details are also covered. The focus areas are:



- Internal Controls System and Risk Management
- Economic Performance
- Climate Change & Caring for the Environment
- Occupational Health and Safety
- Labour Practices and Human Rights
- Product Responsibility
- Community Engagement and Corporate Social Responsibility

The Company continues to seek to improve its Sustainability Reporting, moving beyond compliance for Sustainability and believe to inform Company's strategy and long term integration of economic development, environmental quality and improve social performance.

Environment Social and Governance Board Oversight

Jubilant Agri & Consumer Products Limited (JACPL) recognizes that effective governance is fundamental to sustainable business performance, risk management, stakeholder trust, and long-term value creation. The Board of Directors provides strategic oversight for the

Company's Environmental, Social, and Governance (ESG) agenda and ensures that sustainability considerations are integrated into business planning, decision-making, and operational management.

The Board, supported by its Committees and senior leadership, is responsible for overseeing the Company's material economic, environmental, social, and governance impacts, risks, and opportunities. Sustainability performance is regularly reviewed to ensure alignment with the Company's vision, business objectives, regulatory requirements, and stakeholder expectations.

ESG Governance Structure Board of Directors

- Provides strategic direction and oversight of ESG matters.
- Reviews sustainability risks, opportunities, and performance.
- Monitors progress against sustainability commitments and objectives.
- Ensures integration of ESG considerations into long-term business strategy.

Sustainability & CSR Committee

- Oversees sustainability strategy, ESG initiatives, and CSR performance.
- Reviews material sustainability topics and stakeholder concerns.
- Monitors climate-related, environmental, social, and governance risks.
- Recommends sustainability priorities and targets to the Board.

Risk Management Committee

- Evaluates sustainability-related risks and opportunities.
- Monitors climate change, environmental, compliance, business continuity, supply chain, and operational risks.
- Ensures appropriate mitigation and control measures are implemented.

Executive Leadership Team

- Responsible for implementation of sustainability strategy.
- Allocates resources and drives ESG performance improvements.
- Reviews sustainability KPIs and compliance status periodically.



Plant Sustainability Teams

- Implement ESG programs at manufacturing locations.
- Monitor environmental, health, safety, and social performance.
- Ensure compliance with applicable regulations and internal standards.
- Drive continuous improvement and operational excellence initiatives.

Board's ESG Oversight Responsibilities

The Board oversees the following key ESG topics:

Environmental

- Climate change and GHG emissions
- Energy management and renewable energy
- Water stewardship
- Waste management and circular economy
- Biodiversity and green belt development
- Environmental compliance

Social

- Occupational health and safety
- Employee development and well-being
- Human rights and labour practices

- Diversity, equity and inclusion
- Community engagement and CSR

Governance

- Business ethics and integrity
- Anti-corruption compliance
- Corporate governance
- Risk management
- Responsible supply chain management
- Regulatory compliance

Sustainability Performance Review

The Board and relevant Committees receive periodic updates on:

- ESG performance indicators
- Occupational health and safety performance
- Environmental compliance status
- Energy, water, waste, and emission metrics
- Sustainability risks and mitigation measures
- Stakeholder concerns and emerging issues
- CSR and community development initiatives
- Eco Vadis, SEDEX, and sustainability assessment outcomes

Accountability and Transparency

JACPL is committed to maintaining high



standards of transparency, accountability, and ethical conduct. The Company has established policies, management systems, reporting mechanisms, and governance structures to support responsible business practices and sustainable value creation.

Through regular oversight and active engagement, the Board ensures that sustainability remains an integral component of JACPL's growth strategy and contributes to resilient, responsible, and future-ready business operations.



INTERNAL CONTROL SYSTEM AND RISK MANAGEMENT

INTERNAL FINANCIAL CONTROL FRAMEWORK



The Company has established its Internal Financial Controls (IFC) system in compliance with the requirements of Section 134(5)(e) of

the Companies Act, 2013, to ensure effective governance and compliance with applicable laws and regulations. As part of the IFC

framework, the Company has adopted policies and procedures that include rules and guidelines governing its operations and financial transactions. The framework is adequate and operates effectively to achieve the key objectives specified under the Act:

- Orderly and efficient conduct of business
- Safeguarding of assets
- Adherence to the Company's policies
- Prevention and detection of frauds and errors
- Accuracy and completeness of accounting records and timely preparation of reliable financial information

The policies, procedures and organisational structures adopted by the Company to achieve these key objectives are appropriate for the nature, size and complexity of its business and operations. The details of the same are given below.



In addition, the Company has a transparent framework for the periodic evaluation of internal controls through Internal Audit and quarterly control self-assessments, under which approximately 1,375 controls are certified by around 130 users every quarter. This reinforces the Company's commitment to adopting best-in-class corporate governance practices.

Orderly and Efficient Conduct of Business

- A well-defined organisational structure with clearly defined roles, responsibilities and reporting relationships.
- Long-term planning for efficient capital allocation, supported by an Annual Financial Planning and Budgeting process that includes periodic reviews to monitor the achievement of business objectives.
- A structured Authority & Responsibility Matrix, formulated under the guidance of and approved by the Company's Board of Directors, to facilitate empowered and accountable decision-making.
- A robust risk management framework comprising the Audit Committee and the Risk Management Committee, supported

by the Executive Director, Business Heads, Functional Heads and Unit Heads. As risk owners, these leaders are responsible for identifying and monitoring key risks. The identified risks are reviewed and deliberated at various forums chaired by the Executive Director, following which appropriate mitigation actions are initiated.

Safeguarding of Assets

- The Company's Standard Operating Procedures (SOPs) for its plants and offices focus on maintaining safe operating conditions, prioritising preventive maintenance of assets and ensuring adequate physical security to safeguard its assets and minimise business interruptions.
- The Company has also put in place appropriate insurance policies to protect its financial interests in its assets.
- Adherence to the Company's Policies
- The Company's IT systems incorporate built-in controls to ensure compliance with its policies and procedures across business processes.

- It has also set up a robust budgetary and authority control framework for financial transactions.
- Entity-level controls, including the Code of Conduct, Data Protection and Privacy Policy, and the Ombudsperson Office, are well established.
- A structured performance review mechanism is in place, comprising monthly reviews for all businesses and quarterly reviews for all functions by the Chief Executive Officer (CEO).
- The Company's internal audits are conducted by a Big Four firm, which performs a systematic review of business operations to provide independent assurance on the effectiveness of internal controls and identify opportunities for continuous improvement.

Accuracy and Completeness of Accounting Records and Timely Preparation of Reliable Financial Information

1. Financial data and accounting were managed through the Baan Enterprise Resource Planning (ERP) system to ensure timely and accurate recording of



transactions and minimise accounting errors. The Company migrated to the latest version of SAP -S/4 HANA in April 2025.

2. The Company has appointed Statutory Auditors in accordance with the requirements of the Companies Act, 2013. They periodically review and audit the financial information and financial statements in line with applicable regulations and accounting standards to ensure accuracy and compliance. Their observations and Independent Auditors' Report on the Internal Financial Controls and Financial Statements form part of the Annual Report and the quarterly financial results.

The Audit Committee, Executive Director and Chief Financial Officer (CFO) collectively oversee the Company's Internal Financial Control (IFC) framework. They periodically review its adequacy and effectiveness. Recommendations arising from these reviews are implemented in a timely manner.

RISK MANAGEMENT: AN INTEGRATED APPROACH



The Company has designed its risk management approach to proactively support the achievement of its strategic objectives rather than serving merely as a reactive control measure. It has taken effective steps to embed a comprehensive risk management culture that anticipates, identifies and mitigates potential risks, thereby supporting sustainable growth and protecting stakeholder value.

STRATEGY AND GOVERNANCE

The Company has established a robust risk management framework to facilitate the continuous identification, assessment and mitigation of both internal and external risks. It also nurtures a strong risk culture, driven by

senior management, which sets the tone through clearly defined corporate values, well-articulated risk ownership and delegated authority.

The Board and senior management maintain strong oversight through an established governance framework, with defined processes for reviewing risk assessments and mitigation strategies. This is complemented by the Company's unwavering commitment to ethical business practices and integrity across all operations, which serves as a fundamental pillar of its risk management policy.

STRUCTURE AND OVERSIGHT

The Company has established a multi-level risk management structure, with the Board of Directors and the Audit Committee at the apex, providing overall governance and oversight. This is supported by the leadership team, comprising the Executive Director, CEO, Business Heads, Functional Heads and Unit Heads. As designated risk owners, they are responsible for identifying and monitoring risks within their respective areas. The identified risks are reviewed and discussed at



various forums chaired by the CEO, where appropriate mitigation actions are identified and implemented.

MITIGATION AND CONTINUOUS IMPROVEMENT

The Company's risk mitigation strategy is effectively integrated into its core business processes through a comprehensive internal audit plan. This approach enables early detection of risks and facilitates timely corrective action. The Company has also appointed an external consultant to independently assess the effectiveness and maturity of its risk management processes through periodic reviews.

Through these measures, the Company continues to strengthen the effectiveness of its risk management framework while fostering a culture of continuous improvement across the organization.

MANAGEMENT'S ASSESSMENT OF RISK

The Company identifies and evaluates various risk factors associated with its businesses and

develops appropriate mitigation plans to address them. Some of the key risks affecting the Company's businesses and the corresponding mitigation measures are outlined below.

Risk 1: Competition and Climate

The Company operates in a highly competitive environment. However, the nature and intensity of competition vary across its different business segments.

Consumer Products: The primary challenge for this business is low consumer involvement and high price sensitivity, making it dependent on channel partners and influencers to drive sales. To counter competition, the Company has adopted a multi-pronged strategy focused on expanding its distribution network and strengthening its product portfolio. It is also enhancing brand engagement with influencers through loyalty and interactive marketing programmes, while launching a dedicated brand affinity campaign on digital channels to establish 'JivanJor' as a strong adhesive brand among end consumers.



Food Polymers and Latex: This business faces intense international competition, particularly from cost-competitive manufacturers in China and Europe, in this low-growth industry. This continues to exert pressure on pricing. The Company mitigates this risk through strong customer relationship management and key account initiatives aimed at securing long-term customer commitments.

Agri Products: In addition to market competition, the Agri Products business is exposed to climatic risks, particularly monsoon



variability, which influences cropping patterns, pest outbreaks and commodity prices. These factors directly affect the demand-supply balance for fertilisers such as SSP. The timely movement of bulk fertilisers also remains a challenge due to the limited availability of transport carriers and railway wagons amid competing logistics demands.

The business also faces intense competition from substitute products such as DAP and NPK complexes. Demand for SSP is influenced by international prices of these products and their key raw materials, including rock phosphate and sulphur, as well as government policies such as the Nutrient Based Subsidy (NBS) scheme.

Risk 2: Cost Competitiveness

Rising input prices and inflationary pressures can affect the Company's growth and market position. These also pose a significant risk to profitability and its ability to remain price competitive in the market, as volatility in raw material and logistics costs can severely impact operating margins.

To mitigate this, the Company has undertaken a series of strategic initiatives such as cost reduction through structured negotiations, value engineering in raw and packaging materials with support from R&D and diversification of the supplier base. Securing long-term contracts with suppliers to stabilise prices and ensure volume commitments is a key strategy for cost control through supplier management. The Company has further concentrated on enhancing profitability by improving the efficiency of the supply chain and R&D processes, thereby reducing overall manufacturing costs. While remaining cost competitive, the Company is not losing focus on quality and customer service, which are the key pillars of its market standing.

Risk 3: Foreign Currency Fluctuations

The Company is exposed to foreign currency fluctuations due to its international revenues and significant imports of key raw materials. As its operations are primarily based in India, any depreciation of the Indian Rupee directly impacts profit margins by increasing the cost of imports. In addition, volatility and uncertainty in foreign exchange rates make product pricing more challenging.

However, as the Company's net foreign currency exposure is not considered significant, it currently does not use derivative financial instruments or other hedging mechanisms to mitigate this risk.

Risk 4: Capacity Planning and Optimisation

Capacity planning and utilisation are critical to the Company's growth strategy and market leadership. Suboptimal planning or utilisation can adversely impact operational efficiency and business performance. Capacity creation also involves risks such as delays in commissioning new projects, cost overruns and failure to meet



quality standards. These factors can affect revenue targets, margins and the expected Return on Investment (ROI), while also leading to customer dissatisfaction and reputational damage. Moreover, unforeseen events such as power outages, labour strikes and transport disruptions can result in downtime or idle capacity, affecting the Company's ability to meet customer demand and capture market opportunities.

To mitigate these risks, the Company has established robust processes to continuously monitor planned capacities and utilisation levels, while adhering to strict Good Manufacturing Practices (GMP) and a comprehensive preventive maintenance plan. It has successfully added adhesive capacity in its Savli plant in the first quarter of 2027. The Company also works closely with business teams to track product demand and market trends, ensuring that capacity is aligned with customer demand. This proactive approach, together with a continued focus on

debottlenecking and improving efficiencies at existing manufacturing facilities before creating new capacities, enables the Company to achieve its growth objectives through optimal resource utilisation.

Risk 5: Portfolio and Mix - Product and Customer Concentration

A balanced portfolio across customers, markets and products is crucial to the Company's sustained success. Any sudden changes in customer behaviour, needs or expectations can adversely impact its financial performance and

long-term competitive position, particularly where customer concentration is high. A similar logic exists with market and product concentration. The Company addresses these risks across its different business lines through focused and targeted strategies.

Consumer Products: The Company has addressed product concentration risk through line extensions catering to various niche applications and by extending its brands into the maintenance and construction chemicals segments. It also continues to innovate and launch new products to address emerging customer needs and changing market preferences.

Food Polymers and Latex: The Company faces the risk of over-dependence on a single product or a limited number of customers in this business. This could jeopardise its long-term objectives and sustainability, particularly if regulations restrict the end-use application of a key product. To reduce



this risk, the Company continues to diversify its customer base and explore new applications for its products. The challenge of a limited customer base in this segment remains, as a handful of customers account for a majority share of the market. Another related risk is the potential for suboptimal utilisation of co-products, which could lead to inventory build-up, distress sales and financial losses. The Company continuously identifies new markets and downstream opportunities to maximise product utilisation.

Agri Products: These risks are mitigated by continuously innovating to meet emerging nutrient deficiencies in crops. In collaboration



with the Government of India, the Company has expanded its product portfolio to include nutrient-rich fertilisers such as Boronated SSP (Granular) and Zincated SSP (Powder, Granular), along with advanced products like SSP fortified with Boron and Zinc (Super Formula - Granular) and SSP fortified with Boron, Zinc and Magnesium (Ultra Gold). It also has a pipeline of new products (Bulk, Biostimulants & Urea-SSP), to ensure relevance to farmers' needs and maintain a diversified offering. The Company identifies and explores new profitable markets and alternative applications for its products through business planning and review processes.

Risk 6: Human Resources - Digital Experience

The Company continues to advance its digital transformation journey by leveraging technology to enhance operational efficiency, strengthen collaboration and improve decision-making across business functions. As digital initiatives become increasingly integrated into day-to-day operations, effective change management remains

essential to ensure seamless adoption and realisation of intended business benefits.

To mitigate associated risks, the Company focuses on structured implementation, clear stakeholder communication and robust governance frameworks. Initiatives are made in secure, scalable and user-friendly digital solutions that are thoroughly tested prior to deployment. In parallel, the Company undertakes comprehensive training and capability-building programmes to equip employees with the skills required to effectively leverage digital tools and platforms. These efforts support smooth adoption, enhance productivity, strengthen employee engagement and help maximise the value derived from digital initiatives.

Risk 7: Human Resources - Acquire and Retain Professional Talent

The Company's success depends on its ability to attract, develop and retain top talent. It mitigates this risk through a proactive and data-driven HR strategy. Some of the key elements of this strategy include:



- Continuously refining hiring and onboarding processes based on candidate feedback.
- Actively attracting external talent to accelerate growth initiatives.
- A robust talent and succession management process, led by senior leadership, to identify and develop high-performing, high-potential employees.
- Performance management and incentive programmes that are directly linked to financial targets, rewarding high performance and driving employee commitment.
- Targeted capability-building initiatives through training, along with a continued focus on improving gender and skill diversity to ensure the right workforce mix.
- Competitive and simple compensation and benefits programmes designed to maintain a strong link between performance and rewards.



This comprehensive approach not only helps the Company attract the best talent but also fosters a culture of continuous learning, development and long-term employee commitment.

Risk 8: Distribution Channel and Brand Recall

Maintaining strong brand recall and an effective distribution network is critical to the Company's market position.

Consumer Products: In the Wood Adhesives and Wood Finishes business, where the Company competes at a national level, a key risk is maintaining the loyalty and commitment of its strong network of distributors and dealers, who play a significant role in influencing consumer behaviour. To mitigate this risk, the Company undertakes targeted brand-building initiatives, expands its distribution footprint into new markets, and streamlines inventory management processes to improve distributor profitability and strengthen long-term relationships. In addition, the Consumer Products business



leverages interactive digital platforms such as the DMS Tool, Dealer App, Influencer Loyalty Apps and Employee Apps to enhance engagement with channel partners and other stakeholders. In addition, the Company also runs distributor and dealer loyalty programmes to maintain long-term relationships with its distribution network.

Food Polymers and Latex: The Company is a leading player in both the domestic and global markets, supplying its products to leading manufacturers in the chewing gum and tyre/tyre cord industries. Accordingly, the risk mitigation approach for distribution and brand management in this B2B business differs from that of its B2C businesses. By maintaining strong customer relationships and a partnership-based approach, the Company seeks to deliver a consistent value proposition while ensuring a reliable supply of products to its customers. Its distribution and branding strategy are designed to support these objectives.

Agri Products: Brand recall and distribution

effectiveness are strengthened through extensive field-level promotional activities, including farmer meetings, product demonstrations and Kisan Melas. These initiatives enhance product awareness and strengthen brand visibility among farmers and channel partners.

Risk 9: R&D Effectiveness

Innovation, whether in developing new products, identifying new applications or creating cost-effective manufacturing processes, is critical to the Company's sustained success. The primary risk lies in the failure to develop and commercialise a robust pipeline of new products, applications and cost-saving manufacturing processes in a timely manner, which could erode its competitive position. A related risk is the development of products that fail to meet quality standards, potentially damaging the Company's reputation and resulting in loss of business.

To mitigate these risks, the Company has strategically aligned its R&D initiatives with its

business plans, supported by dedicated budgets and investments. The business teams actively monitor technological advancements and work closely with the R&D team to sponsor specific projects. The Company has also invested in attracting experienced R&D professionals who continuously upgrade their skills and stay abreast of regulatory and technological developments. They work collaboratively to develop innovative, cost-effective and scalable products and manufacturing processes that meet evolving market requirements.

Risk 10: Compliance and Regulatory

The Company is exposed to the risk of non-



compliance with a broad range of statutory and regulatory requirements. Failure to obtain or renew essential approvals, licences, registrations and permits in a timely manner could disrupt business operations. This risk is particularly significant in the Latex and Solid Poly Vinyl Acetate (SPVA) businesses, where key customers require specific international approvals. Non-compliance, or even allegations of non-compliance, could result in significant fines, penalties and reputational damage.

The introduction of new products also carries the risk of delays in obtaining, or failure to obtain, the necessary regulatory approvals, which could adversely affect market entry and revenue potential. In addition, changes in regulations or the reassessment of a product's safety and efficacy may result in the amendment or withdrawal of existing approvals, leading to potential revenue loss.

To mitigate these risks, the Company has enhanced the efficiency of its R&D processes,

reducing testing timelines to accelerate product launches. It has also established a comprehensive compliance management system to monitor and manage approvals, licences, registrations, permits and compliance requirements under all applicable laws and regulations.

Risk 11: Environment, Health and Safety (EHS)

The Company recognises that excellence in Environment, Health and Safety (EHS) is a critical business imperative in an environment of increasing public scrutiny and heightened reputational risks. In this area, it is exposed to the risk of non-compliance with stringent emission standards and other environmental regulations, as its operations involve hazardous chemicals and by-products. The proximity of certain manufacturing facilities to residential areas, resulting from rapid urbanisation, further increases this risk. Failure to comply with these standards could not only lead to regulatory penalties but also erode public trust in case of any mishap.

The Company anticipates that environmental regulations and customer expectations relating to product safety will become even more stringent. To proactively address these challenges, it has invested substantial resources in enhancing manufacturing processes, strengthening compliance with environmental standards and improving industrial safety levels. It has adopted a systematic and disciplined approach, supported by well-defined policies and procedures, to mitigate EHS-related risks affecting its business, employees and society.

The Company has a dedicated EHS team that conducts periodic audits and training



programmes, while its manufacturing facilities are equipped with Occupational Health Centres to support the well-being of its workforce. It also actively engages with government bodies and industry forums to promote responsible EHS practices and regulations. In recognition of its commitment and performance, the Company has received various awards and accolades for its EHS standards and achievements.

Risk 12: Business Interruption

The Company's business faces a significant risk of disruption due to its concentration of manufacturing facilities. The core manufacturing facility for most of its business is at Gajraula, and the Latex facility is at Samlaya and other manufacturing plants are located at Kapasan and Sahibabad. Any prolonged stoppage at these sites could severely impact its operations. One of the mitigation approaches adopted by the Company for this risk is to have a majority of its workforce work in a facility in an adjoining residential colony or nearby area to ensure continuity under challenging circumstances.

External factors also pose risks. In Agri Products, business can be interrupted by changes in government policies related to fertiliser subsidies such as Direct Benefit Transfer (DBT). Similarly, changes in rainfall patterns could also affect business activity. The Company manages these risks through continuous training for its staff and awareness programmes for dealers and farmers to ensure smooth implementation of changes in government policies. In the Food Polymers business, the Company maintains a limited but strategic inventory of finished goods near key markets to sustain supplies during a potential stoppage.

A specific supply chain risk in the Latex business is the limited availability of Butadiene, a critical raw material with few domestic suppliers. An unplanned shutdown by a supplier could halt production. To mitigate this, the Company has established relationships with multiple suppliers and maintains an adequate inventory. It is also exploring an increase in its Butadiene storage capacity. To protect against these various forms of business interruption, it has also secured the Industrial All Risk insurance.

Risk 13: Cyber Threat Risk (Emerging Risk)

The Company relies heavily on its digital backbone, exposing it to cyber threats that could compromise data integrity, confidentiality and operational continuity. These threats range from intellectual property theft and operational technology (OT) attacks to database exposure, credential stuffing, phishing, malware and ransomware.

The Company has adopted a multi-faceted approach to mitigate these risks. It has established a robust information security governance structure to effectively direct resources and manage its cybersecurity posture. Its IT processes are aligned with the National Institute of Standards and Technology (NIST) Cybersecurity Framework, ensuring



compliance with internationally recognised standards. The Company also conducts annual audits of its IT systems, with the findings driving continuous corrective and preventive actions. Most importantly, it recognises that employees are a critical line of defence. Accordingly, it conducts regular and structured training and awareness programmes to educate employees on emerging cyber threats and best practices for safeguarding sensitive information.

Risk 14: Labour Union Risk

While the Company enjoys cordial relations with its employees, there remains an inherent risk of labour union issues that could adversely affect production capacity and profitability. To mitigate this risk, the Company proactively engages in voluntary negotiation and mediation processes to resolve disputes relating to wages or other matters amicably. Regular discussions with union representatives and their involvement in various joint decision-making processes help maintain positive industrial relations and significantly reduce the

likelihood of strikes or production disruptions.

Risk 15: Environmental, Social and Governance (ESG) Risk

In an era of increasing investor and consumer focus on sustainability & climate action, failure to meet evolving ESG benchmarks poses a significant business risk. Poor ESG performance or ratings could adversely affect the Company's relationships with shareholders and investors, influence customer demand for its products & services, and impact its reputation.

To mitigate these risks, the Company remains committed to strengthening its ESG capabilities and performance. It continues to provide extensive training to employees on various ESG standards and reporting frameworks. In addition, it has allocated the necessary resources and developed appropriate strategies in collaboration with relevant functions to further improve its ESG performance.

Cautionary Statement

Statements in the Annual Report, particularly those related to Management Discussion & Analysis, describing the Company's objectives, projections, estimates and expectations, may constitute forward-looking statements within the meaning of applicable laws and regulations. Although the expectations are based on reasonable assumptions, the actual results might differ significantly.



BUSINESS ETHICS AND COMPLIANCE

OUR VISION

- To acquire and maintain global leadership position in chosen areas of businesses
- To continuously create new opportunities for growth in our strategic businesses
- To be among the top 10 most admired companies to work for
- To continuously achieve a return on invested capital of at least 10 points higher than the cost of capital

The Jubilant Agri and Consumer Products Limited is guided by the vision, values and Promise of Jubilant Bhartia Group and these have been embraced by all the businesses and functions of the Company.

OUR PROMISE

Caring, Sharing, Growing

We will, with utmost care for the environment and society, continue to enhance value for our customers by providing innovative products and economically efficient solutions; and for our stakeholders through growth, cost effectiveness and wise investment of resources

The Company's journey is led by its core values to deliver its promise of Caring, sharing, and growing.

OUR VISION IS DRIVEN BY OUR VALUES



We will carefully select, train and develop our people to be creative and empower them to take decisions, so that they respond to all stakeholders with **agility, confidence and teamwork.**



We stretch ourselves to be cost effective and efficient in all aspects of our operations and focus on flawless delivery to create and provide the best **value to our stakeholders.**



By sharing our knowledge and learning from each other and from the markets we serve, we will continue to surprise our stakeholders with **innovative solutions.**



With utmost care for the environment and safety, we will always strive to excel in the quality of our processes, our **products and our services.**



The Company has internally developed and adopted Codes and Policies for Good Governance, these include;

- Code of Conduct for directors and Senior Executives
- Whistle Blower Policy
- Sustainability mission
- Environment, Health and Safety Policy
- Climate Change Mitigation Policy
- Green Supply Chain Policy
- Quality Policy
- Food Safety Policy
- Code for Prevention of Insider Trading
- HIV/AIDS Policy
- Prevention of Sexual Harassment at Workplace

The Company has established a Corporate Ombudsman office for sustaining high standards of Corporate Governance and ethical practices. It addresses stakeholder's concerns, resolve issues efficiently and supports business adherence to the Company's values, ideals and policies including discrimination and grievances of stakeholders covering employees, shareholders, customers, business partners and communities including those for Environmental, Labour Practices, Human Rights, Societal Impacts and anti-corruption. We have a practice to periodically check with the Ombudsman's office on cases or issues registered with them & initiate suitable action, as required. Chief- Strategic & Public Affairs, is the Corporate Ombudsman for Jubilant Bhartia Group. The office of Corporate Ombudsman can be reached by sending an email to ombudsman@jubl.com



CORPORATE GOVERNANCE



Transparency and Accountability is the main indicator of good governance, while good governance is a pre-condition in achieving sustainability. In fact, Jubilant Agri and Consumer Products Limited firmly believes that

transparency and accountability are interrelated concepts and mutually reinforcing. Without transparency there couldn't be any accountability. Unless there is accountability, transparency would be of no value. The

existence of both contributes to an effective, efficient and equitable management.

Transparency refers to sharing information and acting in an open manner. It allows stakeholders to gather information that may be critical to uncovering issues and their interests. Transparency is built on the free flow of information.

Processes, institutions and information are directly accessible to those concerned with them, and enough information is provided to understand and monitor them. Accessible information means more transparency.

The Board of Directors of the Company is the apex governing body responsible for framing and implementing corporate governance policies. The Board, with the objective of creating sustainable value for all stakeholders, provides vision to the Company and oversees the management's decisions. The Board has



fostered a spirit of constructive criticism and created a culture of transparency throughout the organization. Jubilant Agri and Consumer Products Limited's operations are looked after by the Highest Executive Officer of the Company, who is Whole-time Director. The Whole-time Director is not a promoter or founder of the Company.

The Independent Directors are paid sitting fees and other out of pocket expenses to meet the expenditure incurred by them in attending the Board meetings, which is duly approved by the Board of Directors and is in accordance with the Government guidelines.

Pursuant to the provisions of Companies Act, 2013 and SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, the Company has formulated a policy for evaluating the performance of Board, Committee, Chairperson and directors individually. The Company's executive compensation policies are structured in line with the current business norms and practices. The compensation is also based on their achievements of non-financial parameters.

The Company has various Board level Committees including Audit Committee, Stakeholders Relationship Committee, Nomination and Remuneration Committee, Risk Management Committee and Sustainability and Corporate Social Responsibility Committee to meet regulatory requirements as well as to discharge critical functions delegated by the Board. Some of the other Committees are Finance Committee, Business Strategy Committee and Restructuring Committee.

There are formal procedures in place for appointing members of the Board wherein the composition of the Board is studied to assess and maintain proper balance at the strategic level. For appointing a new Director, suitable candidates are short-listed, based on the criteria set by the Board, including the area of expertise/specialization. The final selection is done by the Board.

The Company's Board is a judicious mix of Executive, Non-Executive and Independent Directors. Out of the total of Six Directors, Five are Non-Executive out of which three Directors

are Independent Directors. Four Directors are in the age group of > 50 years and Two Directors are in the age group of 40 - 50 years. Non-Executive Directors are those who are not associated with the Company in an executive capacity. Per Se, an Independent Director is a Non-Executive Director who apart from receiving Director's remuneration does not have any material pecuniary relationship with the Company. Further, Independent Directors are those Non-Executive Directors other than Nominee.



Director who possess the attributes as mentioned in the Section 149 of Companies Act, 2013 & Regulation 16 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015. There is no formal written policy for conflict resolution. The conflicts within senior management level are resolved through informal channels.

Sustainability and Corporate Social Responsibility Committee Monitors Economic,

Environment and Social performance parameters including risks associated with them. It also takes strategic initiatives for mitigation of Climate Change and the risks associated and formulates and recommends to the Board, a Corporate Social Responsibility Policy (CSR Policy). It also monitors the CSR Policy and recommends the amount of expenditure to be incurred for activities referred under the Policy.

The Board/Committees regularly monitor:

- Internal Audit Reports
- Risk Management Processes
- Business Strategy and long term plans
- Financial performance
- Foreign Exchange exposures
- Statutory Compliance

The Company is striving to improve the quality of service rendered to its stakeholders including shareholders.

Annual General Meeting is an important platform where shareholders can share their views and give valuable suggestions and ideas to the Directors. Due consideration is given to the suggestions/ideas given by the shareholders, and to the extent found practicable, appropriate and suitable actions are taken in the interest of the Company. The minutes of the meetings of members are prepared as per the requirements of law. The Company sends Notice of Annual General Meeting and Annual Report to shareholders as required under the applicable laws.

A copy of this Sustainability Report will also be available on the website of the Company at www.jacpl.co.in.



STAKEHOLDER ENGAGEMENT

At Jubilant Agri & Consumer Products Limited (JACPL), stakeholder engagement is fundamental to our sustainability journey and long-term value creation. We actively engage with stakeholders to understand their expectations, address concerns, strengthen relationships, and identify opportunities to

improve our environmental, social, and governance (ESG) performance.

Our stakeholder engagement process supports informed decision-making, risk management, regulatory compliance, business continuity, and sustainable growth. The insights gained

through continuous dialogue help shape our sustainability strategy, materiality assessment, operational priorities, and ESG commitments. Stakeholder engagement is carried out in line with the inclusivity principles to identify their concern issues.

S. No.	Stakeholders	Mode of Engagement	Period of Engagement / Frequency	Issues identified / Feedback received / Action taken
1.	Consumer products	In - Shop Meets	As per calendar	In-Shop meet is an effective platform to engage with influencer set and to educate them about product differentiations and benefits. It also helps in building last mile relationship with key decision makers for the category. These got disrupted in FY 21 due to COVID lockdown in Q1 & Q2, but were resumed in the last 6 months (750+ In-shop Meets with 20000 + contractors)
		Carpenter / Contractor / Dealer meets	As per calendar	These meets are conducted to mark events like product/brand launches, entry to new geography or to drive demand for growth. These got disrupted in FY 21 due to COVID lockdown in Q1 & Q2, but were resumed in the last 6 months (80+ meets with 3000+ contractors,



S. No.	Stakeholders	Mode of Engagement	Period of Engagement / Frequency	Issues identified / Feedback received / Action taken
		TE/ADE Working	On going	95 TEs / 63 ADEs (Area Development Executives) work on site sampling, site trial, lead generation and organic demand creation at the ground level
		I Club - Key Retail Program	On going	Key Dealer Program - 1800 + Outlets enrolled on a slab wise Volume (Of Premium Products) program to earn great rewards.
		Consumer Promotions	On going	To drive off-takes and positive substitution of our brands, we run Consumer Promotion on the Premium and Super Premium Category of our products
		Consumer product Trials	On going	This is focused to generate positive word of mouth for our products and create organic brand ambassadors within our customer segment. These were done for existing products as well as New Products
		Jivanjor Achievers' Club	On going	This is a well structured contractor Loyalty program which impacts our influencer segment directly. We leverage on a new age App and a robust IVR structure to make the entire platform experience seamless and hassle-free. We hit an all time high of 18000 contractors buying monthly in March to deliver a record 650 MT volume from the program. Attractive and On time Holi Gifts for Dealers were given out launching the Brand Identity.



S. No.	Stakeholders Group	Key Expectations	Engagement Mechanism	Key topic Discussed
01.	Employees & Contract Workers	Safe workplace, skill development, career growth, welfare benefits	Training programs, Town halls, Safety committees, Employee surveys, Toolbox talks	Occupational health & safety, training, employee welfare, workplace culture
02.	Customers & Consumers	Quality products, timely delivery, product stewardship, sustainability	Customer meetings, audits, feedback mechanisms, technical support	Product quality, customer satisfaction, responsible manufacturing
03.	Farmers	Improved crop productivity, technical guidance, sustainable agriculture	Farmer awareness programs, field demonstrations, dealer interactions	Crop nutrition, soil health, balanced fertilization
04.	Suppliers & Contractors	Fair procurement practices, business continuity, timely payments	Supplier meetings, vendor assessments, contractor safety programs	Responsible sourcing, safety compliance, ethical business conduct
05.	Regulatory Authorities	Legal compliance and transparent reporting	Regulatory inspections, statutory submissions, compliance meetings	Environmental compliance, occupational safety, product compliance
06.	Local Communities	Employment opportunities, environmental protection, social development	CSR initiatives, community meetings, awareness campaigns	Education, healthcare, sanitation, environmental awareness
07.	Investors & Management	Business sustainability, risk management, governance	Board meetings, management reviews, sustainability reporting	ESG performance, climate risks, governance, business growth
08.	Industry Associations	Industry collaboration and policy engagement	Industry forums, conferences, workshops	Sustainability trends, regulatory developments, best practices



Key Stakeholder Concerns and Our Response

Stakeholder Concern	Our Response
Occupational Health & Safety	Strengthened safety management systems, HIRA, JSA, permit-to-work system, behavioral safety programs and regular EHS training
Climate Change & Emissions	Improved energy efficiency, increased biomass fuel utilization, monitoring and reduction of GHG emissions
Water Management	Rainwater harvesting, water conservation initiatives, condensate recovery and wastewater treatment
Environmental Compliance	Regular monitoring, audits and compliance reviews to ensure adherence to statutory requirements
Employee Development	Continuous learning programs, EHS trainings, leadership development and skill enhancement initiatives
Responsible Supply Chain	Supplier assessments, contractor safety management and sustainable procurement practices
Community Development	CSR projects focused on education, health, environmental conservation and livelihood enhancement

JACPL believes that meaningful stakeholder engagement is essential for building trust, enhancing transparency, and creating sustainable value. We remain committed to maintaining open communication channels and integrating stakeholder perspectives into our business decisions, sustainability strategy, and ESG performance improvement initiatives.

Through continuous engagement with employees, customers, suppliers, communities, regulators, and other stakeholders, JACPL strives to foster collaboration, address emerging sustainability challenges, and contribute positively to economic growth, environmental stewardship, and social well-being.



Sustainability Strategy

ESG Strategy

At Jubilant Agri & Consumer Products Limited (JACPL), sustainability is integrated into the Company's business strategy and operational decision-making processes. Our ESG strategy focuses on creating long-term value for stakeholders by balancing economic growth with environmental stewardship, social responsibility, and strong governance practices. The strategy is centered on responsible resource utilization, climate action, workplace safety, employee development, ethical business conduct, and community well-being. Through continuous improvement initiatives, JACPL aims to strengthen operational resilience, reduce environmental impacts, enhance stakeholder trust, and contribute to sustainable development across its value chain.

SDG Alignment

JACPL aligns its sustainability initiatives with the United Nations Sustainable Development Goals (UN SDGs), focusing on areas where the Company can make the most meaningful contribution through its operations, products, and community engagement programs.

Key Stakeholder Concerns and Our Response

UN SDG	JACPL Contribution
SDG 3: Good Health & Well-being 	Occupational health programs, periodic medical examinations, workplace safety initiatives, emergency preparedness, employee wellness programs, and community health interventions.
SDG 4: Quality Education 	Employee training and development, safety awareness programs, skill-building initiatives, and support for educational projects through CSR activities.
SDG 6: Clean Water & Sanitation 	Water conservation, rainwater harvesting, condensate recovery, stormwater collection, wastewater recycling, and efficient water management practices.
SDG 7: Affordable & Clean Energy 	Increased utilization of biomass fuel (rice husk), energy conservation projects, cleaner fuel transition initiatives, and reduction of fossil fuel dependency.
SDG 8: Decent Work and Economic Growth 	Employment generation, employee engagement, capability development, safe working conditions, ethical labor practices, and responsible contractor management.
SDG 9: Industry, Innovation and Infrastructure 	Process optimization, resource efficiency initiatives, cleaner production technologies, digitalization, and sustainable manufacturing practices.
SDG 12: Responsible Consumption and Production 	Waste minimization, recycling, circular economy initiatives, sustainable procurement practices, efficient utilization of raw materials, and responsible waste disposal.
SDG 13: Climate Action 	GHG emission reduction projects, energy efficiency measures, renewable fuel utilization, climate risk management, and carbon footprint reduction programs.



UN SDG	JACPL Contribution
SDG 15: Life on Land 	Green belt development, biodiversity conservation, tree plantation drives, ecosystem enhancement, and responsible land-use management.
SDG 17: Partnerships for the Goals 	Collaboration with government agencies, suppliers, local communities, industry associations, and sustainability stakeholders to drive shared value creation.

SUSTAINABILITY PILLARS

Environmental Stewardship

- Energy efficiency and conservation
- Renewable and low-carbon energy adoption
- Water conservation and reuse
- Air emission control
- Waste reduction and circular economy
- Biodiversity enhancement and green belt development



Social Responsibility

- Occupational health and safety excellence
- Employee development and engagement
- Diversity, equity, and inclusion
- Human rights protection
- Community development and CSR initiatives
- Stakeholder engagement and grievance management

Governance Excellence

- Ethical business practices
- Regulatory compliance
- Risk management
- ESG governance and oversight
- Transparency and accountability
- Sustainable supply chain management



Sustainability Targets & Commitments

JACPL is committed to achieving the following long-term sustainability objectives:

Environment

- Improve energy efficiency across all manufacturing locations.
- Increase utilization of renewable and biomass-based fuels.
- Reduce greenhouse gas emissions intensity.
- Enhance water recycling, rainwater harvesting, and stormwater reuse.

- Achieve continuous reduction in waste generation and increase resource recovery.
- Strengthen biodiversity conservation and green cover across manufacturing sites.

Health & Safety

- Maintain Zero Fatality performance.
- Minimize workplace injuries through proactive risk management.
- Strengthen employee and contractor safety competency through continuous training.



Social

- Enhance employee capability development through structured learning programs.
- Foster an inclusive and diverse workplace culture.
- Expand positive community impacts through CSR and stakeholder engagement programs.

Governance

- Maintain 100% compliance with applicable legal and regulatory requirements.
- Strengthen ESG reporting and performance monitoring systems.
- Promote responsible sourcing and sustainability performance across the supply chain.



Sustainability Vision 2030

By 2030, JACPL aims to be recognized as a leading sustainable manufacturing company by:

- Reducing environmental impacts per unit of production.
- Increasing renewable energy utilization.
- Enhancing resource efficiency across operations.
- Maintaining world-class health and safety performance.
- Creating lasting value for employees, customers, communities, and shareholders.
- Contributing meaningfully toward the achievement of the United Nations Sustainable Development Goals (SDGs).

ESG Governance

Jubilant Agri & Consumer Products Limited (JACPL) has established a robust Environmental, Social, and Governance (ESG) framework to ensure sustainable business growth, regulatory compliance, risk management, and long-term value creation.

Sustainability Governance

Governance Structure



The Company's ESG governance structure focuses on the following key areas:

1. Environment

JACPL is committed to minimizing its environmental footprint through responsible resource management, pollution prevention, climate action, and biodiversity conservation initiatives. Key focus areas include:

- Energy efficiency and conservation
- Water stewardship and rainwater harvesting
- Greenhouse gas (GHG) emissions management
- Waste reduction, recycling, and circular economy practices
- Biodiversity conservation and green belt development
- Environmental compliance and monitoring

2. Health & Safety

The Company prioritizes the health, safety, and well-being of employees, contractors, and other stakeholders by fostering a strong safety



culture and implementing robust occupational health and safety management systems.

- Risk assessment and hazard management
- Workplace safety programs
- Emergency preparedness and response
- Safety training and awareness
- Incident reporting and investigation
- Occupational health monitoring

3. Ethics

JACPL conducts its business with integrity, transparency, and accountability while upholding the highest ethical standards.



- Code of Conduct compliance
- Anti-bribery and anti-corruption practices
- Fair business conduct
- Whistleblower mechanism
- Ethical decision-making and governance

4. Compliance

Compliance with applicable laws, regulations, permits, and industry standards remains a fundamental business responsibility.

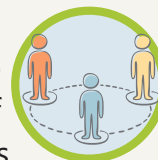


- Environmental, health and safety compliance
- Statutory reporting and disclosures

- Internal and external audits
- Risk management and regulatory monitoring
- Policy and procedure compliance

5. Community

JACPL actively contributes to the socio-economic development of communities surrounding its operations through stakeholder engagement and social investment initiatives.



- Community welfare programs
- Education and skill development
- Health and sanitation initiatives
- Environmental awareness and tree plantation drives
- Livelihood enhancement programs
- Stakeholder engagement and grievance redressal

Materiality Matrix Climate Change & GHG Emissions

As an energy-intensive manufacturing business, JACPL recognizes climate change as a key sustainability issue. The Company focuses on reducing greenhouse gas emissions through energy efficiency measures, increased

use of biomass fuel, process optimization, and resource conservation initiatives. Energy Management & Resource Efficiency

Energy Management Resources Efficiency

Energy consumption directly influences operational efficiency, production costs, and environmental performance. JACPL continuously implements energy conservation projects, process improvements, and equipment upgrades to optimize energy utilization.

Occupational Health & Safety

Ensuring the health and safety of employees and contract workers remains a top priority. JACPL maintains a strong safety culture through risk assessments, HIRA, JSA, work permit systems, safety training, emergency preparedness programs, and continual monitoring of workplace hazards.

Water Stewardship

Water is an important resource in manufacturing operations. JACPL focuses on responsible water management through rainwater harvesting, storm water collection



and reuse, condensate recovery, water conservation initiatives, and efficient water utilization practices.

Regulatory Compliance & Environmental Protection

Maintaining compliance with environmental, health, safety, and labour regulations is fundamental to JACPL's business operations. The Company continuously monitors compliance obligations and strives for zero regulatory violations.

Waste Management & Circular Economy

JACPL promotes waste minimization, recycling, co-processing, and responsible disposal practices. The Company seeks opportunities to enhance material recovery and improve circular economy performance.

Biodiversity & Green Belt Development

Conservation of biodiversity and enhancement of green cover form an integral part of the Company's environmental strategy. Tree plantation drives and green belt development programs are undertaken at manufacturing sites.

Responsible Supply Chain Management

JACPL works with suppliers and contractors to ensure compliance with environmental, health, safety, and ethical business requirements while promoting responsible procurement practices.

Employee Development & Capability Building

Continuous training and skill development programs help strengthen workforce competence, improve safety awareness, and support professional growth.

Scope 3 Emissions Management

JACPL recognizes the importance of understanding emissions from transportation, purchased materials, and other value chain activities and plans to progressively strengthen Scope 3 emission assessments.

Sustainable Packaging

The Company continues to explore opportunities for reducing packaging material consumption and improving packaging sustainability.

Nature-Positive Initiatives

JACPL aims to contribute to ecosystem preservation through afforestation, green belt enhancement, rainwater harvesting, and biodiversity conservation initiatives.

ESG Data Management & Digitalization

Strengthening ESG data collection, monitoring, reporting systems, and sustainability disclosures is an emerging area of focus to meet increasing stakeholder expectations



ESG DASHBOARD

Environmental

KPI	FY 2023-24	FY 2024-25	FY 2025-26
Energy (GJ)	344640	365391	436450
Water Withdrawal (KL)	291002	359465	362793
GHG Emissions (tCO ₂ e)	25028	44515	52020
Waste Generated (MT)	988	823	1029
Waste Recycled (%)	36	78	59

Social

KPI	FY 2023-24	FY 2024-25	FY 2025-26
Employees	1110	1401	1587
Training Hours	2939.5	5935	6042
Contractors Trained (%)	100	100	100
Employees	100	100	100

Governance

KPI	PERFORMANCE
Compliance Violations	0
Ethics Training Coverage	100%
Internal Audits	01

Energy

SOURCE	UNIT	FY 2025-26
Grid Electricity	kWh	28261706
Rice Husk	MT	7435.81
Coal	MT	9499.46
HSD	KL	222.8
PNG	SCM	93280.54
Energy Intensity	GJ/MT	0.514

Emission

SOURCE	UNIT	FY 2025-26
Scope 1	tCO ₂ e	23784
Scope 2	tCO ₂ e	28236

Water

SOURCE	UNIT	FY 2025-26
Water withdrawal	KL	362793.30
Water Recycled	KL	2244.73
Water Reused	KL	4729.75
Water Intensity	KL/MT	0.427



ESG DASHBOARD

Waste

WASTE	UNIT	FY 2025-26
Hazardous Waste	MT	957.67
Non-Hazardous Waste	MT	131.59
Waste Recycle	MT	610.77
Waste Intensity	MT/MT	0.0013

Human Capital

CATEGORY	UNIT	FY 2025-26
Permanent	Nos	1587
Female	Nos	21
Male	Nos	1566

Biodiversity

WASTE	UNIT	FY 2025-26
Trees Planted	Nos	2433
Survival Rate	%	89

Learning & Development

CATEGORY	UNIT	FY 2025-26
Training Hours	Hours	18616
Safety Training Coverage	%	100

Safety Performance

KPI	FY 2023-24	FY 2024-25	FY 2025-26
Lost Time Injuries (LTI)	0.0	0.0	1
Total Recordable Injuries (TRI)	0.0	0.0	1
Fatalities	0.0	0.0	0
LTIFR	0.0	0.0	0.20
TRIR	0.0	0.0	0.20
Severity Rate	0.0	0.0	0.36
Near Misses/UA/UC	16962	34800	37925
Safety Trainings	18352	17489	18616



ECONOMIC PERFORMANCE

Management Discussion & Analysis



Global Economy

The financial year 2025-26 unfolded against a global backdrop that was resilient, yet distinctly uneven. The World Economic Outlook report, released by the International Monetary Fund

(IMF) in April 2026, projects economic growth at 3.1% in 2026 and 3.2% in 2027, with advanced economies at 1.8% and emerging market and developing economies at 3.9%. On the other side, global headline inflation is

expected to rise to 4.4% in 2026 before falling to 3.7% in 2027.



However, the recent Iran-USA conflict has added a fresh layer of risk. The war has already affected the global economy through energy, trade and financial channels, with higher oil

prices feeding into inflation expectations and tighter financial conditions. In parallel, the world economy has had to absorb higher trade barriers and heightened uncertainty.

The IMF has cautioned that the closure of the Strait of Hormuz and damage to regional infrastructure have created a global negative supply shock, keeping oil, freight and inflation risks elevated. The Outlook, then noted that it has considered only a limited conflict,



assuming a 19% increase in energy commodity prices in 2026—a reminder that the vulnerability caused by the crisis can pose a serious threat to the global economy during the next few months.

Against this background, industries face a significant challenge concerning volatile input costs, logistical delays, exchange-rate fluctuations and working capital requirements influencing production as the demand keeps growing due to positive sentiments prevailing in the market. The global economic environment offers a solid platform to companies with a diversified portfolio and local manufacturing footprint to navigate the turbulence with confidence. It creates opportunities to strengthen consumer offerings, deepen market reach and sustain leadership position through manufacturing discipline and supply-chain agility. Overall, the operating climate calls for prudence, but it also rewards businesses that can protect margins, serve essential demand and respond quickly to change.

Even with a general lack of trade momentum, uncertain geopolitical conditions and fluctuating oil prices and currency exchange rates, India continued to serve as a resolute growth anchor during the financial year 2025-26. The World Bank has noted that India remains among the fastest-growing major economies. However, higher though higher energy prices and supply chain disruptions linked to the Middle East conflict may affect the pace of expansion.

The IMF projects 6.5% real GDP growth in 2026, while on the domestic front, India's economic indicators remain encouraging. The Economic Survey 2025-26 projects real GDP growth for the financial year 2026-27 in the range of 6.8%-7.2%. Inflation also averaged 1.7% during April to December 2025, reflecting a favourable price environment in the country. This growth was supported by agriculture stabilising rural demand, manufacturing gaining impetus and services driving the expansion. Monetary conditions also turned supportive, with the repo rate at 5.25% as of December 2025.



India's external sector also demonstrated resilience. Total exports reached a record USD 825.3 billion in the financial year 2025 and USD 418.5 billion in H1 FY26, reinforced by services exports and non-petroleum merchandise exports. At the same time, the fiscal position improved with stronger revenue buoyancy and continued capital expenditure, strengthening confidence in the medium-term macro framework. For industry, this translates into a more stable operating backdrop, although tariff actions, currency volatility and imported commodity prices continue to require close monitoring.



Industry Scenario

JACPL operates at the intersection of several key sectors - industrial adhesives and polymers and agricultural inputs - each driven by distinct trends. This section examines the outlook for

Consumer Product Division

JACPL's Consumer Products division comprises woodworking adhesives, maintenance adhesives, wood finishes and construction chemicals (brands Jivanjor, Ultra Italia,

Business Line	Company Products	Industry	Sector
Consumer Products	Wood-working Adhesive, Wood Finish, Construction Chemicals, and Maintenance Adhesive	Furniture & Fixtures/ Furnishings, Household Maintenance and Home Improvement	Real Estate, Construction & Civil Engineering and Home Interior
	Packaging Adhesive	Packaging	Manufacturing
Performance Polymers	Food Polymers	Confectionary	Food & Beverages
	Synthetic Latex	Tire and conveyor belt & Construction Chemicals	Automotive, Farm Equipment & Waterproofing Chemicals
Agri Business	Fertilisers, Agri Nutrients, Plant Growth Regulators	Fertilisers and Agri Input	Agriculture

these markets, segment by segment. Our diversified portfolio and scale, position us to benefit from growth trends in construction, consumer goods, mobility & agriculture and drive our growth.

Charmwood & Vamicol). This industry division primarily serves construction, housing renovation and furniture sector.

Market Growth

Recent industry reports indicate robust growth across adhesive and finishes segments. The global wood adhesives market (used in furniture, plywood and engineered wood) was estimated at USD 7.2 billion in the year 2026 and is expected to reach USD 9.9 billion by 2031 (6.6% CAGR). In India, the adhesives market is similarly strong and is projected to grow from USD 3.07 billion in 2025 to USD 4.58 billion by 2031 (6.9% CAGR). Notably, the packaging adhesives segment (used in corrugated boxes, labels and flexible packs) is set to grow at 5.85% annually to 2033 (from USD 21.9 billion in 2026 to USD 32.6 billion in 2033). This growth is



driven by the boom in e-commerce and consumer-goods packaging. A high demand for wooden furniture and fittings also supports this segment. The industry forecasts the Indian furniture hardware market to expand at a CAGR of 9.8%, reaching USD 6.31 billion by 2031. These figures reflect strong housing growth and commercial construction in India and the Asia Pacific, which is the largest regional market for wood products.

Key Trends

Several technological and market trends are shaping this industry, which are listed below:

Eco-friendly Formulation: Regulatory pressure for low-VOC products is driving a shift towards water-based and bio-based adhesives and finishes. JACPL has already introduced water-based glue variants and UV-curable finishes to align its product range with the ecological guidelines.

Productivity and Customisation: There is a rise in the use of automated assembly in furniture factories and customized decorative

laminates, requiring adhesives with precise cure profiles and surface compatibility.

Packaging and Branding: The rising retail sector (e.g. e-commerce, premium packaging) boosts demand for high-performance sealing glues. JACPL's portfolio is expanding into pressure-sensitive label adhesives and hot-melt options. Many leading suppliers are investing in R&D for next-gen adhesives with faster cure, higher bond strength and lower environmental impact. JACPL is actively tracking the emerging trends as a dynamic player in the industry.

India-Specific Drivers: Government housing schemes (PMAY), infrastructure projects and growing middle-class incomes are fuelling furniture demand. The COVID-19 pandemic accelerated e-commerce adoption, which has had a lasting effect on packaging volumes. Moreover, the "Make in India" initiative supports domestic manufacturing of chemicals (including adhesives). Local competition remains fragmented, but branded regional players like JACPL benefit particularly from

quality perception and strong distribution networks. On the supply side, key inputs (resins, polymers) are internationally linked. JACPL's backward integration in raw materials (through the Jubilant Group) provides a cost advantage against global price swings.

Outlook: JACPL expects moderate and steady growth in the Consumer Products segment. Housing, renovation and packaging end-markets in India and Asia-Pacific offer expansion opportunities. JACPL will capitalise via new product introductions, channel expansions in rural and semi-urban markets and possible exports to neighbouring countries. Near-term risks include raw material inflation and currency fluctuations affecting input costs, as seen recently. However, the Company's scale and prudent procurement strategy mitigate these pressures. In sum, the Consumer Products business is poised to benefit from the constant growth in construction and packaging, while we continue to optimise our product mix and efficiencies.



Performance Polymers Division

Synthetic Latex

JACPL is the second-largest manufacturer of Vinyl Pyridine (VP) latex in the world, excluding China. VP Latex (also known as Synthetic Latex) is primarily used in automotive tyre cord dipping and conveyor belt fabrics. VP Latex (Vinyl Pyridine Latex) is a specialised synthetic polymer emulsion which acts as a high-



performance bonding agent in RFL (Resorcinol-Formaldehyde-Latex) dips to create exceptionally strong adhesion between synthetic reinforcing fabrics and rubber compounds. The broader synthetic latex market (SBR, NBR, acrylic latexes, etc.) is projected to grow 3.0% annually to 2031 (from USD 39.9 billion in 2026 to USD 46.3 billion in 2031). Demand drivers include construction (latex-based paints, adhesives), automotive assembly (bonded components in vehicles, especially as EV usage rises) and industrial textiles. The global Vinyl Pyridine (VP) Latex market is expanding at a steady CAGR of around 3-4%, driven primarily by automotive tyre manufacturing, high-performance rubber-to-fabric reinforcement needs and growth in industrial activities across the Asia-Pacific region.

Key industry factors:

Automotive Trends: Rising global vehicle manufacturing drives continuous need for durable, high-speed dipped tyre cords. For example, the global tyre market is expected to

grow at a CAGR of 4.2%, indirectly lifting latex usage in tyre reinforcement.

Sustainability: The latex industry is moving toward energy-efficient polymerisation (emulsion polymerisation refinements) and bio-based co-polymers. JACPL has updated its product portfolio to offer advanced eco-friendly products and its plants to reduce carbon and VOC emissions.

Emerging Markets: Rapid industrialisation across regions like the Asia-Pacific (including India and China) boosts local processing and manufacturing capabilities.

India Perspective

Domestic tyre and rubber goods manufacturing continues to expand, supporting local latex consumption. Also, India's push for import substitution (e.g. local tyre cord and speciality polymers) favours domestic latex producers. JACPL's Gujarat facility at Samlaya, near Vadodara is located strategically, close to major tyre and textile



hubs. Export opportunities arise from overseas capacity shortages or logistical advantages to certain markets.

Outlook: The latex business is expected to grow in line with global trends in the medium term, driven by steady automotive and industrial demands. JACPL will focus on improving product grades, increasing capacity utilisation and exploring adjacent segments. Market cyclicity (auto cycles, raw material supply) remains a risk, but long-term fundamentals are sound.

Food Polymers (PVAc Gum Base)

The Food Polymers segment consists of polyvinyl acetate (PVAc) used in chewing gum and bubble gum base. The global chewing gum market is growing steadily. It was estimated at USD 14.91 billion in 2026 and is projected to reach USD 18.06 billion by 2031 (3.9% CAGR). The growth is primarily driven by the rise in health-conscious products (sugar-free and functional gums), on-the-go snacking culture and expansion of retail outlets in developing markets. The Asia-Pacific region is particularly a

key growth driver for chewing gum, reflecting urbanisation and retail penetration.

Industry trends impacting food polymers:

Health & Innovation: Consumer preference for sugar-free and "herbal" gums (with natural ingredients) is increasing. While PVAc is not a sugar substitute, gum formulations are evolving to include additives (vitamins, caffeine, etc.), keeping volume growth robust. **Packaging Advances:** Smaller, convenient packaging (pouches, sticks) and point-of-sale branding have made gum a popular impulse purchase. This has helped demand remain stable even during economic slowdowns.

Raw Material Linkages: PVAc production uses vinyl acetate monomer (VAM). Recent global VAM shortages spurred some substitution with alternatives (e.g. EVA polymers in candy coatings). But PVAc remains the preferred long-chain resin for gum base due to its texture. JACPL's integrated process ensures a relatively stable supply of VAM and ethanol, buffering them against spot-market swings.

Market Position: JACPL holds a prestigious position in the global gum base market through long-standing contracts with leading confectionery companies. JACPL is among the top three players in the world for manufacturing and supply of PVAc to Global Confectionery Companies. In financial year 2024-25, the Company secured new customers in Asia and Latin America, thereby expanding its footprint. Quality consistency and timely delivery are key competitive factors. JACPL continues R&D on specialised PVAc grades (e.g. with particular viscosity or transparency) to match ingredient trends.

Outlook: JACPL expects modest but reliable growth in Food Polymers. Chewing gum is a mature market in many countries (North America/Europe), but developing regions and new product varieties offer incremental growth. Global forecasts (3-4% CAGR) reflect this steady outlook. The Company will maintain a cautious stance on expansion (given the moderate CAGR) but invest selectively in capacity enhancements, especially for value-added grades (e.g. for bubble gum, bubble



film) and in process efficiency. Overall, the food polymers business is resilient, with demand less cyclical than industrial markets, supporting stable revenues.

Agri-Business

JACPL's Agri-Products business operates under the Ramban brand and comprises Single Super Phosphate (SSP), Sulphuric acid and a growing portfolio of agri-nutrition products, including biostimulants, micronutrients and other crop nutrition solutions. The business remains aligned with the long-term fundamentals of Indian agriculture, supported by the need for balanced nutrient application, sustained focus on soil health and continued policy support for farm productivity.



India's agriculture sector continues to play an important role in the economy, supporting rural incomes, food security and demand for farm inputs. Fertiliser consumption remains supported by cropping intensity, food grains requirements and government policy measures aimed at ensuring nutrient availability and affordability. At the same time, farmer awareness is gradually shifting from volume-led fertiliser consumption towards more balanced and crop-responsive nutrient application, creating a favourable environment for differentiated products and value-added crop nutrition solutions.

Within this landscape, SSP continues to be the anchor product of JACPL's Agri portfolio. The Company has built a meaningful presence in its core markets and continues to strengthen its position through product quality, granulation capabilities, distribution reach and customer engagement. JACPL offers both powder and granulated SSP and is increasingly focused on improving the share of fortified and value-added offerings within the portfolio. This approach supports crop-specific nutrient

delivery, enhances product differentiation and is expected to contribute to better realisation over time.

The Company's agri strategy is centred on three priorities. The first is to strengthen the SSP segment through sharper focus on product mix, particularly by increasing the contribution of fortified and value-added SSP offerings. The second is to build a broader agri-nutrition portfolio through products such as biostimulants, micronutrients and other speciality inputs that complement the core fertiliser business and deepen engagement with channel partners and farmers. The third is to expand market presence in selected geographies while continuing to consolidate leadership in existing markets through stronger field activation, retailer engagement and farmer outreach.

JACPL also continues to invest in market development initiatives to improve product awareness and support adoption of balanced crop nutrition practices. These efforts include field demonstrations, retailer and farmer



meetings, product education and channel engagement programmes. The Company believes that sustained market development is important not only for strengthening brand visibility, but also for improving the quality of demand and encouraging adoption of differentiated products.

From an operating standpoint, the Agri business remains exposed to factors such as monsoon performance, farm economics, subsidy disbursement timelines and volatility in key raw material prices, including rock phosphate and sulphur. However, the Company seeks to mitigate these risks through disciplined sourcing, inventory planning, portfolio diversification and continued focus on value-added products. The presence of sulphuric acid within the business also supports integration benefits for SSP operations.

Outlook

The Company remains constructive on the medium-term outlook for its Agri-Products business. Demand fundamentals for crop nutrition in India remain favourable,

supported by the need to improve farm productivity, maintain soil health and enhance nutrient-use efficiency. JACPL will continue to focus on strengthening its SSP segment, improving the mix of fortified and value-added products, expanding its agri-nutrition portfolio

and selectively widening its geographic reach. The Company's approach will remain measured and execution-focused, with emphasis on product quality, market development and sustainable growth.

FINANCIAL PERFORMANCE

FINANCIAL RESULTS

The highlights of the Consolidated Financial Results of the Company are presented below:

Consolidated Statement of Profit and Loss (₹ in millions)	FY2025-26	FY2024-25
Total Revenue from Operations	18,911	15,610
Other Income	41	18
Total Revenue	18,952	15,628
Expenses		
Cost of Materials Consumed	9,164	7,856
Purchase of Stock-in-trade	1,106	722
Change in Inventories of Finished Goods, Work-in-progress and Stoke-in-trade	27	127
Employee Expense	2,029	1,661
Other Expenses	4,625	3,787
Total Expenses	16,951	14,153
EBITDA	2,001	1,475
Depreciation and Amortisation Expenses	178	161
Finance Cost	66	135
Profit/(Loss) before exceptional items and tax from continuing operations	1,757	1,179
Exceptional items	35	-
Profit/(Loss) before tax from continuing operations	1,722	1,179
Tax Expenses	443	296
Net Profit After Tax	1,279	883



Revenue from Operations: Consolidated Revenue from Operations for financial year 2025-26 increased to Rs. 18,911 million from Rs. 15,610 million in financial year 2024-25, registering a growth of 21%. The growth was driven by market share gains across all businesses, supported by high double-digit growth in the Agri Products business.

Total Expenditure: Total Expenditure stood at Rs. 16,951 million in financial year 2025-26 as

compared to Rs. 14,153 million in financial year 2024-25, reflecting an increase of 20%. The Company's major cost components comprised raw material costs, manufacturing expenses, employee benefit expenses and selling, general & administrative expenses.

EBITDA: EBITDA increased to Rs. 2,001 million in financial year 2025-26 from Rs. 1,475 million in financial year 2024-25, reflecting improved operating performance during the year.

Profit Before Exceptional Items and Tax: Profit before exceptional items and tax rose to Rs. 1,757 million in financial year 2025-26 from Rs. 1,179 million in financial year 2024-25, representing a growth of 49%. The growth is due to higher revenues, a favourable business mix and continued focus on operational efficiencies.

BUSINESS SEGMENT-WISE PERFORMANCE

Segment Revenue (₹ in millions)	FY 2025-26	FY 2024-25
Performance Polymers & Chemicals	12,386	9,704
P&K Fertilisers	6,812	4,415
Agri Nutrients	111	153
Total Segment Revenue	19,309	14,272
Less: Inter-segment Revenue	398	241
Revenue from Operations	18,911	15,610
Segment Results (Profit before tax and interest) (₹ in millions)		
a) Performance Polymers & Chemicals	1,663	1,650
b) P&K Fertilisers	(462)	(110)
c) Agri Nutrients	7	53
Total Segment Results	2,132	1,593

Performance Polymers & Chemicals

The Performance Polymers & Chemicals

business operated in a challenging market environment during the financial year. Demand

for replacement tyres and tyre cord fabrics went down across both domestic and international markets. Industrial polymers continued to face pressure due to weak global demand. Against this backdrop, the Company remained focused on expanding its customer base and strengthening its product portfolio.

The Company launched a new range of SBR Latex through its in-house capabilities, creating opportunities for future market share expansion. Its world-class R&D centre at Samlaya, Gujarat, continues to support the development of new SBR Latex grades and strengthen the innovation pipeline.



Industrial Polymers, Food Polymers and Industrial Chemicals experienced softer demand during the year. In contrast, the Adhesives business delivered strong double-digit revenue growth, supported by robust market demand, GST rate reductions and a recovery in discretionary consumer spending. Higher prices of certain raw materials and packaging materials, however, exerted pressure on EBIT margins. Overall, the segment recorded a year-on-year revenue growth of 10% in financial year 2025-26.

Agri Business (P&K Fertilisers and Agri Nutrients)

The P&K (Phosphatic & Potassic) Fertilisers business delivered higher double-digit revenue growth during the financial year, driven by improved placement of SSP in key demand centres. A favourable product mix supported better realisations and strengthened margins. The Company continued to deepen its presence in new markets through channel expansion while broadening its product portfolio.

During the year, the Company entered the bulk fertiliser segment with NPK 20:20:0:13, leveraging its existing distribution network to expand market reach. As a result, the P&K Fertilisers business recorded a 54% increase in revenue over the previous year, with margins improving on the back of better realisations. The Agri Nutrients business, however, registered lower revenue and margins owing to regulatory changes in the FCO norms governing biostimulants.

KEY FINANCIAL RATIOS

Ratio	FY 2025-26	FY 2024-25	Change	Explanation
Debtors Turnover	5.28	4.66	(7%)	Not Applicable
Inventory Turnover	5.25	4.28	23%	Inventory turnover ratio increased largely due to an Increase in revenue from operations
Interest Coverage Ratio	23.87	8.97	166%	Interest Coverage Ratio increased due to a decrease in finance cost.
Current Ratio	1.62	1.45	12%	Current Ratio increased due to an increase in current assets as compared to current liabilities.
Debt Equity Ratio	0.06	0.17	(65%)	Debt-Equity Ratio decreased due to an increase in shareholders' equity and a decrease in borrowings.
Operating Profit Margin (%)	0.09	0.08	20%	Operating Profit Margin increased due to better realizations.
Net Profit Margin (%)	0.07	0.06	20%	Net Profit Margin increased largely on account of improvement in Operating Profit Margin.
Return on Net Worth	0.33	0.32	3%	Return on Net Worth increased due to increase in profit after tax.



FINANCIAL PERFORMANCE

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BUSINESS SEGMENT-WISE PERFORMANCE

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Value Distribution

Continuous supply of quality raw material is important for any business. The Company has been working with its Partner in Progress to

KEY FINANCIAL RATIOS

No.	Raw Material Quantity (MT)	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
1.	Process Chemicals	32,065.88	23,153	32,411	20,354
2.	Rock Phosphate	1,95,823.84	1,18,449	1,69,947	2,06,964
3.	Sulphur and Sulphuric Acid	1,14,454.63	73,563	1,02,696	1,26,922
4.	Chemicals for Latex	9,320.28	10,719	9,779	10,682
5.	Vinyle Acetate Monomer	15,211.97	17,244	18,566	18,810

The main products of the Company for the reporting year are as follows:

No.	Products Sales Quantity (MT)	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
1.	Polymers including SPVA, Latex, SPD & WF	53,258.93	61,667	65,733	69,841
2.	Fertilizers & Agro Chemicals	3,23,382.59	2,00,418	3,10,212	3,49,829
3.	Sulphuric Acid	46,999.98	40,847	53,690	44,105
4.	IMFL (KL)	NIL	NIL	NIL	NIL



ensure sustainability of the business. A significant part of raw materials and supply procurement is done by advance payment or through Letter of Credit.

Although the Company does not follow any policy for procurement of materials from only local suppliers, the Company procures major part of the materials from the locally based (within India) suppliers and tries to connect our Partners in Progress with Green Supply Chain Management as defined in the policy.



The overall manufacturing expenses including raw material, power and fuel, advertisement and publicity etc. are given below;

ITEM (₹ IN MILLION)	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Total	12,777.75	10,309	12,663	15,100

The staff cost as a percentage of net sales is 7.22 % for the FY 2022-23. The details regarding Salaries, Contribution to Provident Fund, Gratuity etc. are given below;

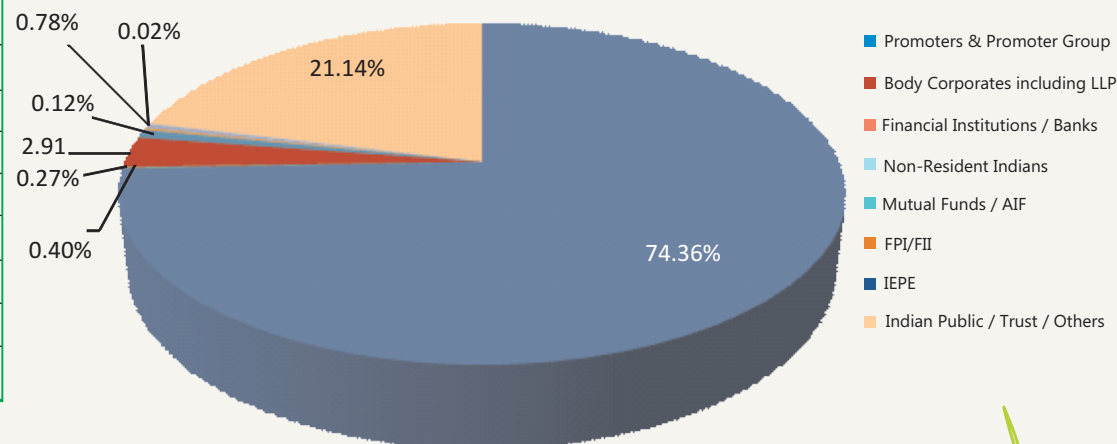
ITEM (₹ IN MILLION)	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Salaries, Wages, Bonus, Gratuity & Allowances	953.26	1,172.48	1,490.17	1,805.65
Contribution to Provident Fund & Superannuation Fund	41.98	50.49	65.74	81.22
Employee share-based payment	13.67	10.11	26.81	48.04
Staff Welfare Expenses	55.21	64.78	78.48	93.94
Total	1,064.12	1,297.85	1,661.20	2,028.85

The Company receives subsidies on the sale of fertilizers. During the year 2025-26, the amount received from the Government against subsidy, is Rs 3246.06 Million.

The Company received export incentives of Rs 18.93 Million as financial assistance from Government for the year 2025-26.

Shareholding Pattern of the Company as on March 31, 2026 is as under:

Promoters & Promoter Group	74.36
Financial Institutions / Banks	0.02
Mutual Funds / AIF	0.12
Body Corporates including LLP	2.91
Non-Resident Indians	0.78
FPI/FII	0.27
IEPE	0.40
Indian Public / Trust / Others	21.14
Total	100.00



CLIMATE CHANGE AND CARING FOR ENVIRONMENT

Management Approach for Environmental Indicators

The Company through its EHS Policy has committed towards maintaining high standards of Environment, Health & Safety (EHS) across all manufacturing plants. The policy guides the plants on addressing through systemic approach the environmental material issues related to Materials, Energy, Water, Biodiversity, Emissions, Effluents and Waste from its products and services. Aspects - Impact analysis are reviewed for the operation and maintenance tasks and the changes. The significant impacts are mitigated or controlled through management programs and operational control procedures respectively. Legal EHS Compliance review is an integral process of EHS Management system. Three manufacturing locations - Gajraula, Sahibabad and Samlaya are certified for ISO 9001, ISO 14001 and ISO 45001 through accredited auditing agencies.

JACPL operations are looked after by the CEO & Whole Time Director as Occupier. EHS and Sustainability is overseen by Chief of Manufacturing. At plant level, these activities are performed by a team of EHS personnel, which reports to Unit Heads and all Unit Heads report to Chief of Manufacturing.

The Board has also constituted a Sustainability Committee for better management of Economic, Environmental and Social Performance as well as initiatives for mitigation of Climate Change.

The new recruits including executives, workmen are provided training and awareness on EHS aspects related to the nature of their work before they take charge of their responsibilities at their respective manufacturing locations. The Company has been proactive in taking steps for awareness

about importance of environment and its related issues amongst employees across the plants.

Monitoring is an important aspect to keep a check on whether the intended results are achieved because of the proposed activity for environmental conservation. The EHS personnel perform an internal audit to find out gaps in the new projects right from the proposal to the implementation stage. The Company monitors the EHS data and other indicators of sustainability at regular intervals.

Chief of Manufacturing reviews the environmental performance every quarter. At operational level, the performance on environment aspects is reviewed monthly involving the Unit Head (highest designated authority at the Manufacturing Unit). Environment performance has been a part of



annual strategy and also an important aspect for all capital expenditure proposals of the Company. Precautionary approach principle is followed as any significant environmental issue / impact is identified, adequate investment and systems are put in place for mitigating the risk and avoiding environmental degradation caused from Company operation.

Energy consumption outside of the organisation is not reported as no mechanism have been developed for data capturing and not covered within the reporting boundaries.

The total direct energy consumption is presented in the table.

S. No.	Parameter	Unit	Value in 2022-23	Value in 2023-24	Value in 2024-25	Value in 2025-26
1.	Coal	MT	3374	1078	6011.16	9499.46
	Energy	GJ	59952	19150	113597.58	179518.71
2.	High Speed Diesel (HSD)	KL	122	209	186.1	222.8
	Energy	GJ	4758	8093	7214.65	8637.08
3.	Light Speed Diesel (LDO)	KL	0	0	0	0
	Energy	GJ	0	0	0	0
4.	Agro Fuel (Rice Husk)	MT	10472	6599	6181.52	7435.81
	Energy	GJ	131321	82756	77516.26	93245.06
5.	Piped Natural Gas (PNG)	SCM	85567	88781	91053	93280.54
	Energy	GJ	3355	3481	3570.71	3658.06
	Total Direct Energy consumed	GJ	199386	113481	201899.2	285058.91

In FY'25-26 company has used around 33 % green Fuel. Rice Husk (Agro Waste) renewable fuel usage in place of coal in Gajraula fertilizer plant. Total 5278 MT of coal consumption (energy equivalent to 8845.9tCO₂) avoided through use of rice husk.



The total indirect energy consumption is presented in the table.

S. No.	Parameter	Unit	Value in 2022-23	Value in 2023-24	Value in 2024-25	Value in 2025-26
1.	Electricity Purchased	KWH	26329085	22152714	27006092	28261706
	Electricity Energy Purchased	GJ	94784	79749	97221.93	101742.14
2.	Steam Purchased	MT	18025	14464	20127.47	17576.70
	Energy in form of Steam Purchased	GL	50470	40501	56356.92	49214.76
	Total Indirect Energy Purchased	GL	145254	120250	153779.69	151171.96

Indirect Energy details have been reported for quantity of electricity purchased and utilities purchased in form of steam, chilled water, Compressed Nitrogen and Compressed Air purchased from the Jubilant Ingrevia Limited and State Electricity Power Supplying Company in respective states.

At Gajraula, steam is produced in the Sulfuric Acid plant using heat of the exothermic reaction and is supplied to Jubilant Ingrevia Limited. For the reporting period 51607.76 MT steam has been generated and supplied to Jubilant Ingrevia Limited amounting to 144501 GJ of energy. This has also avoided 13886.62 tCO₂ emissions by eliminating the use of coal. Energy Intensity for Total Energy (combined

Direct Energy and In-Direct Energy) against the total production for the reporting period is represented in graph below. It supports in identifying the change in trend and the corrective measures such as Energy Audit for reducing the Energy consumption in high intensity processes.

Various Energy Conservation initiatives have been taken across plants in FY 2025-26;

- Power consumption norms improvement in Gajraula SSP plant **28904** units.
- Steam Norms savings in Adhesive plant **152.59** MT
- Power consumption norms improvement in Kapasan SSP plant **847372** units
- Power consumption norms improvement in Adhesive Plant (Sahibabad) **8915** units

Through these initiatives, Power consumption reduction achieved is **885191** Units (KWH), Steam Saving of **152.59** Tons, Coal Saving of **5278** Tons. Energy consumption reduction achieved through these initiatives is **3614** GJ for the year **2025-26**.

Steps taken by the Company for utilizing alternate sources of energy : The Company recognizes that climate change mitigation requires significant consideration in business decisions. To bring down carbon footprint, the Company replaced 5278 MT of coal with carbon neutral fuel rice husk resulting into reduction of GHG emission by **8845.9** tCO₂.



Water Stewardship

The Company understands business risks and opportunities relating to water scarcity and is committed to promote responsible water management. The Company acknowledged the fundamental need for more detailed work on water conservation, efficiency and productivity. The strategy adopted by the

Water consumption is presented in the table.

Source of Water consumed	Unit	Value in 2022-23	Value in 2023-24	Value in 2024-25	Value in 2025-26
Withdrawn from Surface	KL	0	0	0	0
Withdrawn from ground	KL	96050	116054	87632.4	114670.22
Purchased from municipality	KL	10322	10218	11173	9134.08
Purchased from Jubilant Ingrevia Ltd.	KL	234279	164730	260660	238989.00
Total Water Consumed	KL	340652	291002	359465.4	362793.30

The Company continuously strives to reduce its water consumption. Condensate from the process is recycled and reused. Quantity of wastewater recycled and reused both with and without treatment across all manufacturing locations is 6974.48 KL (Approx. 2 % of total water consumed) for the reporting period. Uses rain water harvesting measures to recharge the ground water.

Company is to use water efficiently, recycle and reuse wherever possible.

The Company monitors the amount of water used by individual units to improve the consumption norms by implementing various conservation efforts. For minimizing usage of water, various efforts such as mopping in place of hosing for cleaning of floors, reusing low

graded products for cleaning the blending vessels and reactors of high graded products and regular monitoring of water usage etc. are practiced in the plants.

There is no significant affect reported by withdrawal or purchase of water on the water sources at our plant locations.



The Company is making continuous efforts to further reduce its carbon footprint through various initiatives like:

- Involvement of employees to create awareness about climate change and inculcate responsible behavior in day-to-day activities.
- Celebrate World Environment Day, Earth Hour and other events for creating

- Environmental awareness at all levels.
- Continue to invest in information technology to reduce the need to travel for internal meetings.
- Though each of Company's location has specific transport plans, however, staff is encouraged to use the lowest carbon mode of travel for business-related journeys and travel to work, where practicable.



GHG Emission

The CO₂ emission is from the combustion of fuels used in manufacturing processes that are

used for generation of heat energy in the form of steam or hot air used in Company's process plants. CO₂ is also generated indirectly by the

use of electricity in various plants.

The Green House Gas (GJG) emissions is presented in the table

Parameters	Unit	Value in 2022-23	Value in 2023-24	Value in 2024-25	Value in 2025-26
Scope 1 - Direct Energy GHG Emissions	tCO _{2e}	6059	2635	16638	23783.56
Scope 2 - Indirect Energy GHG Emissions	tCO _{2e}	26786	22393	27877.26	28236.34

Company is looking for replacing coal with suitable green fuel at our Rajasthan Plant in future to reduce GHG emission.

Direct Energy GHG emissions (Scope 1) are

calculated referring United States Environmental Protection Agency (EPA) emission factor guidelines and Indirect Energy GHG emissions (Scope 2) are calculated using

weighted average emission rate delineated in Central Electrical Authority (CEA) User Guide Version 11 of Ministry of Power, Government of India.

Scope 3

The emission from employees travel, raw material and finished goods transportation is being monitored presently at Gajraula & Samlaya Plant only.

Scope 3 - GHG Emissions Latex product (Samlaya Plant)

Category No.	Category	Data Type	GHG Emissions (tCO _{2e})	% Contributions
3.1	Purchased Goods & Services	Activity - Based	32,661.91	86.80%
3.2	Capital Goods	Spend - Based	191.89	0.51%
3.3	Upstream Transportation & Distribution	Activity - Based	3,222.20	8.51%
3.4	Waste Generated in Operations	Activity - Based	499.28	1.32%
3.5	Business Travel	Activity - Based	1.4	0.00%
3.6	Employee Commute	Activity - Based	11.75	0.03%
Total Scope 3 GHG (tCO_{2e}) [Category 3.1 - 3.7]			51792.05	100%



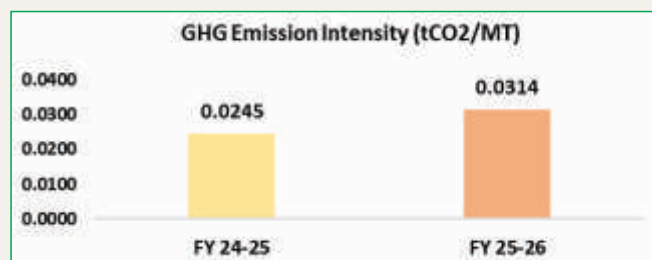
Scope 3 - GHG Emissions Product Solid PVA & Estergum Product (Gajraula Plant)

Category No.	Category	Data Type	GHG Emissions (tCO _{2e})	% Contributions
3.1	Purchased Goods & Services	Activity - Based	48820.83	91.79%
3.2	Capital Goods	Spend - Based	2245.7	7.22%
3.3	Upstream Transportation & Distribution	Activity - Based	710.6	0.95%
3.4	Waste Generated in Operations	Activity - Based	6.28	0.01%
3.5	Business Travel	Activity - Based	8.64	0.03%
3.6	Employee Commute	Activity - Based	0	0.00%
Total Scope 3 GHG (tCO _{2e}) [Category 3.1 - 3.7]			51792.05	100%

At other plants it is not being monitored and hence not reported as currently it is not covered within the reporting boundary. The Company will work on improving the data collection for these emission monitoring in future.

GHG Intensity

GHG Intensity for the GHG Emissions from the Total Energy (combined Direct Energy and In-Direct Energy) consumed against the total production for the reporting period is represented in graph below. It supports in identifying the selection of energy sources to control and reduce the GHG Emission from the energy consumed in high intensity processes.



Air Emissions

The Company considers clean air as an asset and continues to enhance the technology and upgrade processes to reduce its impact on the quality of air. Air emission sources are mainly flue gas and process emissions. The Company has installed adequate treatment facilities to ensure necessary compliance. The flue gas emissions mainly from Boilers, Furnaces and Diesel Generator (DG) sets, etc. are provided with the adequate stack height for effective dispersion. For control of particulate matter emissions from stack, multi cyclones and bag filters are provided in Gajraula to meet the

stipulated consent standards. Diesel Generators installed have acoustic enclosures and exhaust mufflers for noise control. Regular monitoring of all stacks is carried out by Ministry of Environment and Forest approved laboratories to check the concentration levels of pollutants being released into the atmosphere. The air emissions are well within the levels stipulated by the regulatory bodies and these reports are submitted to the regulatory agencies regularly at defined reporting periods and also as and when required by the authorities.

The Company's air emissions load of SO₂, NO_x,

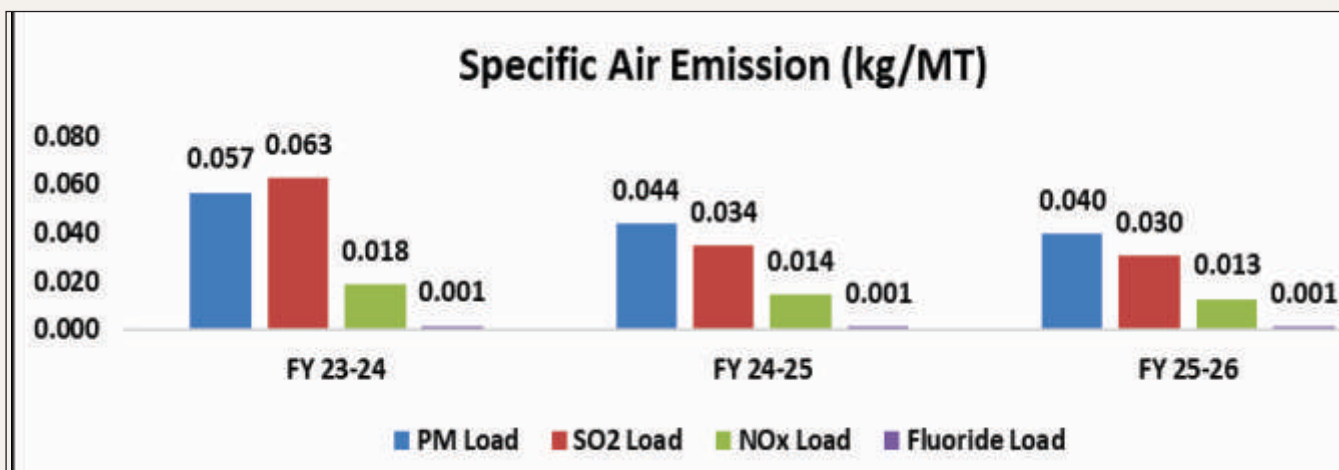


Fluoride (as F) and particulate matter (PM) are generated mainly from the combustion of fossil fuel and from the process reactions in its manufacturing locations. The Company monitors particulate matter (PM), Fluoride (as F), SO₂ and NO_x emissions from the stacks placed in its various manufacturing locations.

Details of these emissions is presented in the table.

Parameters	Units	Value in 2022-23	Value in 2023-24	Value in 2024-25	Value in 2025-26
PM Load	Ton	32.4	31.32	33.12	23.91
SO ₂ Load	Ton	42.1	42.09	26.04	25.90
NO _x Load	Ton	11.3	11.21	10.94	10.70
Fluoride (as F) Load	Ton	0.87	0.87	0.69	0.72

Specific Air Emission (kg/MT)



The Company uses advanced technology equipment currently available for control of air pollution including control of workplace machinery noise at its various manufacturing locations to minimise adverse environmental impacts due to emissions.

Regular monitoring of the environmental parameters as recommended by regulatory agencies is carried out at our manufacturing locations and reports are regularly submitted to the statutory and regulatory authorities. The various emission analysis confirm that existing emissions comply with the requirements and are well within the limits specified by the regulatory agency, as applicable at respective manufacturing locations. These systems enable the Company to track emission performance and thereby reduce the risk to communities and staff living in the vicinity of manufacturing locations.

At Gajraula and Kapasan plant, online continuous monitoring system for particulate matter (PM) is installed on the stacks of Rock Dryer/ Ball Mill, SSP Plant, GSSP-1 and GSSP-2

plant. HF Analyzer is installed on SSP Plant Stack and waste water flow monitoring in Fertilizer Unit waste water recycle - reuse line and Polymer Unit Effluent line sent to Jubilant Ingrevia Ltd ETP for treatment in compliance to the CPCB/SPCB guidelines for online monitoring system

As an Environmentally Responsible Company, continual efforts are made to reduce environmental impacts through an extension beyond statutory compliance. The Company follows the 3R approach - Reduce, Reuse and Recycle to conserve natural resources and minimise environmental impact.

An in-house Environmental laboratory is already there at Gajraula for monitoring stack emission, ambient air quality monitoring and wastewater analysis.

EARTH HOUR 2023 **2030 Hrs, March 25, 2023**

Awareness drive was conducted among employees across plants to participate and support the cause of EARTH HOUR.



Ozone Depleting Substances (ODS):

The Company neither uses Chloro Fluoro Carbon (CFC) in its operations nor uses any products with CFC.

The Company does not purchase any CFC directly or equipment containing CFC. Under



the Montreal Protocol the use of Hydro Chloro Fluoro Carbon (HCFC) is permitted in India and is specified in Ozone Depleting Substances- ODS (Regulations and Control) Rules, 2000, Ministry of Environment & Forests (MoEF), Government of India. 280.80 Kg of HCFC - 22 was consumed in refrigeration and it represents 15.44 kg equivalent CFC - 11 Global Warming Potential (GWP).

Waste and Circular Economy

The Company is continuously working towards waste minimization through systematically reducing waste at source. The various measures include;

- Prevention and reduction of waste generation
- Efficient use of raw materials and packaging materials
- Encouraging re-use, recycling and recovery.

The Company generates very low quantity of hazardous waste from its operations and follows methodologies to reuse the waste generated in the plants. The sulphur from sludge is reused in the fertilizer plant at Gajraula unit. Reuse of silica in SSP is another example of waste utilisation in the fertilizer plants at Gajraula.

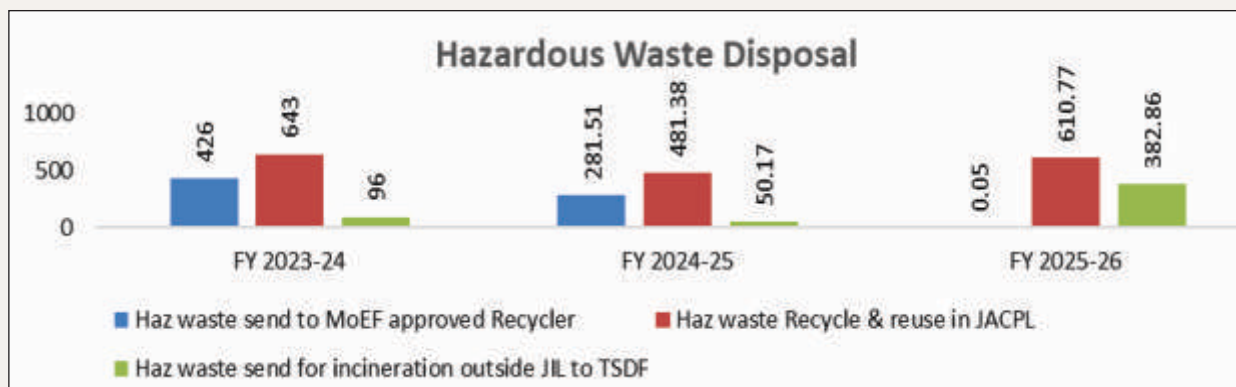
At Gajraula during the FY 2025-26, No Sulphur

sludge has been processed/recovered.

The hazardous wastes generated from Company's operation are categorised into Incinerable and non-Incinerable wastes. Incinerable as well as non-Incinerable wastes are sent to MoEF authorised treatment and disposal facility as per the regulatory requirements.

Process catalyst wastes at Gajraula are disposed in Secured Landfill Facility (SLF) approved by Ministry of Environment, Forests and Climate Change (MoEF) while the used oil generated from the Company's operation is sold to MoEF authorised re-processors. The hazardous wastes during the year were

The Hazardous Waste Disposal details is presented in the table



The Company has developed process for proper disposal of e-waste comprising of discarded, obsolete or broken electrical or electronic devices.

E-waste was generated and disposal details in the reporting period

	Category	Generate Quantity (Nos)	Disposal Quantity (Nos)
E-waste	ITE W3	91	91
	ITE W6	4	4
	ITE W9	1	1



The Company's operation involved lot of chemicals, solvents as well as other aqueous material and waste water. The operations are well equipped with storage, handling and treatment facilities to prevent and protect from material spillages. No significant spillage was reported from any of the plants during the reporting year.

The Company has not transported, imported, exported, or treated waste deemed hazardous under the Basel Convention. During the reporting period, waste management practices are in line with the disposal process stipulated by the Central Pollution Control Board and State Pollution Control Boards and are well within the permitted limits.

No adverse impact has been reported on any water body including ground water and community due to the rain water run-off from premises of all the four manufacturing units.

BIODIVERSITY:

All four manufacturing locations of the Company do not fall in or adjacent to Protected Area, Sanctuary, Reserve Forests or area of importance of biodiversity and thus have no impact on the biodiversity of such areas. The major units are located in industrial area. There are no Habitats in vicinity of plants and there are no International Union on Conservation of Nature (IUCN) Red List of Threatened Species and no national conservation list species in plant vicinity that are affected by plant operations. The Company regularly reviews its environmental strategies for any impacts on biodiversity. Due to better environmental management, aesthetic environment around the manufacturing facilities is maintained with green plants.

Tree Plantation and Green Area Development

Initiatives across all five manufacturing plants have been carried out for improving the green

belt and tree plantations. Saplings of locally found trees which grow in the ambient climatic conditions of the manufacturing plants and also supports in noise control have been preferably used in the plants.

World Environment Day with monsoon season is most suitable period preferred for trees plantation. Awareness programs are carried out among employees and contractor



personnel for encouraging them to plant more trees and increase greenery. Tree plantation drive is also carried out in local communities, villages, and awareness and saplings are provided by the Company. Approximately 4600 trees have been planted across manufacturing units & nearby communities.

Deforestation and Land Use

Jubilant Agri & Consumer Products Limited (JACPL) is committed to minimizing environmental impacts associated with its operations and promoting sustainable land management practices. The Company recognizes the importance of protecting forests, biodiversity, and natural ecosystems and supports responsible use of natural resources.

During FY 2025-26, JACPL's operations did not

involve any activities resulting in significant deforestation or conversion of protected forests, ecologically sensitive areas, or high-conservation-value habitats. The Company conducts its manufacturing activities within approved industrial premises and complies with applicable environmental regulations related to land use and biodiversity conservation.

To enhance ecological balance and contribute to environmental sustainability, JACPL undertook the following initiatives:

- Development and maintenance of green belt areas across manufacturing facilities.
- Tree plantation and landscape enhancement programs.
- Promotion of native and adaptive plant species.

- Conservation of local biodiversity through habitat improvement initiatives.
- Periodic monitoring of environmental impacts associated with operations.

The Company remains committed to integrating biodiversity conservation and responsible land stewardship into its sustainability strategy while supporting long-term environmental resilience.



OCCUPATIONAL HEALTH AND SAFETY



The Company's approach to Occupational health and workplace safety is guided by its Environment, Health and Safety Policy. The Company aims to improve the work- life quality of its employees by providing a safe and healthy working environment. The Company's safety practices and occupational health facilities are of high standard

& deploys best practices and are subjected to ongoing up gradation.

During the reporting period, No Reportable Accident has occurred at any of our units.

The Company intends that the behavioural approach to risk awareness and management will make a major contribution in reducing and improving safety and health in the workplace across all the manufacturing locations.

The Company has successfully implemented Observation of Unsafe Acts and Unsafe Conditions across all five manufacturing plants. It has strengthened Line Managers in building Behavioral safety among the employees and contract personnel. Our Shift In-charge are taking self-ownership to improve workplace safety, issue daily permit to work and ensure their compliance adherence. Training are provided on behavioral safety, best safety practices shared. Unsafe Acts and Unsafe Conditions have been tracked and the hazards mitigated through corrective and preventive measures.

On-Spot coaching has been provided to personnel found following Unsafe Acts. Refresher Training has been continuously provided emphasizing the importance of improving and following safe work practices. For the reporting period, total 34800 number of Unsafe Acts and Unsafe Conditions have been observed, out of which 32661 number of

Unsafe Acts and Unsafe Conditions have been corrected.

Safety Motivation

The Company organized various safety competitions and programs at its manufacturing locations for creating safety awareness in the week of March 4, 2026, being the National Safety Day. On this occasion, safety pledge was administered by respective Unit Heads, Department Heads, EHS team members, and employees to reiterate safety offsite as well as in the workplace be treated with utmost importance.

Activities carried out in Safety Week are Safety Pledge Administration, Safety training, Safety Rally, fire-fighting equipment and PPE exhibition, Poster competition for awareness among employees and contractor personnel on emergency, operation and maintenance safety measures.



Glimpses of the Various Safety activities at the manufacturing plants are mentioned below

Safety embedded in training

EHS Training organized covered topics such as process safety, emergency preparedness, use of self- contained breathing apparatus (SCBA),

SAFETY FIRST



Wear gloves



Wear goggles



Wear Helmet



Wear ear protectors



Wear masks



Wear boots



Wear protective clothing



Wear Reflective Vest



Wear safety harness

emergency management, emergency kit handling, fire safety and prevention, fire-fighting, general safety, material handling and first-aid training.

Regular trainings are carried out during the year to raise awareness and encourage safe behavior in all work-related activities and also extend it to offsite safety. Safety Awareness Display Boards are provided across plants for regular update for employees and ease of reach as located within work places.

Managing safety

The Company's EHS policy recognizes that the compliance to regulatory standards on environment, health and safety is of utmost importance. At each manufacturing location the EHS Manager / Executive is responsible to oversee and ensure these compliances.

The Company promoted better health and safety awareness through the following initiatives:

- In-house healthcare facilities, first-aid and emergency care services for all employees

- Full-time / Visiting doctors at the plant and paramedical staff at on- site clinic
- Employee health checks regularly
- Safety committee meeting at all manufacturing locations at regular interval with minimum 50% committee members from workers
- Regular safety audits
- Awareness program for workplace safety with regular campaigns
- Usage of safety protection equipment such as safety helmets, gloves, respirators
- Regular mock drills involving concerned persons
- Safety Day / Week celebrations with employee's involvement

The governing regulations as per Factories Act 1948 in the plant encapsulate the guidelines related to good health and safety practices for employees and contract workers. Also plant certified for ISO45001 and ISO 14001 have procedures defined to be followed in plant. Workers agreements cover clause for adhering compliance to statutory legislations such as Factories Act 1948 and follow the safe



operating procedures (SOP) defined for the processes.

Occupational Health Services

The approach to Occupational Health Services at Jubilant Industries Limited is multi-dimensional encompassing important spheres related to preventive and curative health. Pre-employment checks for newly recruited employees, periodic medical examination at regular six monthly / annual intervals and executive health check-up are done at all plant locations. Plant hazard mapping and monitoring is also a vital part of Occupational Health Services. Work activities involve use of hazardous chemicals of flammable / toxic / reactive nature, and handling of concentrated sulphuric acid, dusty ambient air due to fugitive emissions in powdered material packaging, high noise from operation of blowers, compressors, diesel generators, and compressed air/ nitrogen usage in equipment. Acoustic enclosures are provided across DG, sound barriers/ partition wall to control and suppress the high noise level. Regular

workplace chemical exposure monitoring, noise, illumination surveys are carried out and reports analysed for corrective actions. Canteen hygiene survey is routinely done. Vaccination for Hepatitis A and typhoid of concerned food product handling personnel was carried out in Gajraula plant.



Special occupational health checks like Spirometry, Audiometry, ECG, blood tests, urine tests, done on regular periodic basis for all employees as part of mandatory periodic medical examination. There were no Notifiable Diseases recorded in the FY **2025-26**.

At Gajraula, training programs related to occupational health are conducted at Occupational Health Centre and employees and their families are made aware about occupation related health ailments. Range of Health talks and wellness programs are organized at Corporate Office, while in plants health, education and awareness on food hygiene, first aid, AIDS, tobacco & cancer awareness etc. are conducted on regular basis. As a step forward & striving towards better services at Gajraula, e-healthcare presentations are regularly circulated to all employees through intranet.



LABOUR PRACTICES AND HUMAN RIGHTS (EMPLOYEES & HUMAN CAPITAL)

Disclosure on Management Approach- Labour Practice Goals & Performance



Our approach is beyond the paradigm of adhering to laws. We manage our human resources as a strategic asset, adopting a rational approach towards leveraging this talent for competitive advantage. The inherent belief of going beyond the usual practice of legal paradigm enable us to demonstrate the organizational Values – Inspire Confidence, Always Stretch, Nurture Innovation and Excellent Quality. The Company understands, the effectiveness with which we manage, develop and stimulate our employees is an

important cornerstone & directly impacts the organisation profitability.

Jubilant (JACPL)' human resources policies seek to enable effective delivery of its business strategy. The Company provides a work environment that attracts, develops and retains the best talent, promotes a values-driven, high-performance culture embedding diversity and transformation. The Company has continued to focus on critical skills development to ensure that teams have the right skills base and culture for smoother performance at present and to accelerate future growth.

At Jubilant (JACPL), our employees have always at the core of our strategy. This year was a consolidation year wherein the strides & initiatives taken during the last year spanning across all the businesses are critically reviewed on the stage gated success milestones.

"Caring, Sharing and Growing" are our core

guiding principles get amplified through our integrated Talent Management initiatives, which is closely knit to the business strategy. This defines who we are & what we stand for. In an ever-increasing competitive and challenging world, we continue to focus on our 'People Pillar' as a key to achieve our core objective of sustainable growth and social objectives. The Company acknowledges the role of the Human Resource Inventory as a strategic business partner in the organization and continues to invest in a wide variety of HR engagement initiatives.

Key dimensions of People Agenda:

Skilled, experienced, diverse and productive people enable the Company to operate safely, reliably and sustainably.

A safe operation culture - safe plants are stable plants, allowing the Company to meet production targets, providing a safe work environment where employees are healthy and



engaged.

Inclusive & Engaged Workforce – A participative approach & an inclusive Talent Management philosophy.

Safety of employees - Internal Talent Reservoir - ensuring that the Company has the right talent in the right place at the right time enabling transformation and growth.

The focus for the last two years has been to ensure our transition as a Digital organization. The core team at the corporate office & a pool of strategic partnerships is working round the clock to ensure a phased Digital Ecosystem for all the businesses. The Digital strategy is two pronged while the key focus has been to ensure that the work life of our field champions transforms, the internal back office system is also experiencing a digital revolution to ensure holistic integration. The digital blue print is based on our vision of achieving “The Power to You”, empowering our customer facing employees to leverage this technology edge &

deliver a superior customer delight & improved business results.

Talent management has been a key focus area for the HR function in the organization. We actively endeavor that our employees look at job enlargement and rotation opportunities as supporting such a journey is a win-win arrangement wherein employees discover avenues of growth and the organization can leverage well-inducted candidates with a deep understanding of its business and culture.

We maintain a continuous flow of communication with the employees, which is interactive in nature. This ranges from the CEO's Town hall for the entire organization across geographies to structured & formal organization updates. These events act as a platform for open dialogue between leaders and employees, sharing of important updates, addressing concerns, if any, and thereby building a culture of transparency, trust and collaboration.

Apart from our tiered development approach, the Company works on strengthening the capabilities of its employees with the help of training programs, on-the-job learning and special projects to bridge the identified gaps to ensure future ready talent. The Sales Excellence vertical works very closely with the B2C business delivering on the two Ps, People capability & Process. All customer-interfacing roles get assessed for competencies to ensure “The Jubilant Way of Selling” is delivered across the geography. This also includes the Influencer engagement teams who have the key responsibility to engage with influencers and deliver the Sell-out. The training & certification programs are being delivered Pan-India and this investment is showing early promising signs translating in to business results. In the prevalent ecosystems, HR Practices too are ever changing and dynamic and with this, it becomes all the more critical to have a strong focus on sustained growth.

Our Policies and Practices include Talent Acquisition, Performance Management,



focused learning, promotion, remuneration, working conditions, customer relations, investment and procurement practices, security practices and the practices of contractors, suppliers and partners and also includes strict measures to deal with child labour, prevention of forced and compulsory labour. The organizational policies are available on the intranet portal and the employees are well aware of these policies. The organization believes that growth is possible only when there is a coherent approach amongst the team and genuine desire to prevent discrimination based on gender, national or social origin, economic status, religion, political or other conscientiously held beliefs, birth or other status. The Company also ensures safe and healthy working conditions for all its employees.

The managerial responsibility for protection of Labour Practices and Human Rights reserves with the Head of Human Resources, Unit Heads at respective manufacturing locations.

No. of Employees as on 31st March 2026 (FY 2025-26)	1587	
Corporate/Branches	1244	Executives = 1087, Workers = 0
R&D – I	17	Executives = 12 , Workers = 0
Gajraula	176	Executives = 122, Workers = 48
Savli	84	Executives = 60, Workers = 9
Sahibabad	39	Executives = 21, Workers = 16
Chittorgarh	27	Executives = 26, Workers = 0
No. of Executives (as on 31st March 2026)	1522	Gender (Executives): Male – 1501 , Female – 21
No. of Workers (as on 31st March 2026)	65	Gender (Workers): Male – 65 , Female- 0

People and processes are the pillars of our businesses. To drive these more broadly and deeply into the business, we have in place a robust integrated strategic planning & Performance planning system for our employees. The employee performance evaluation process, includes goal setting,

performance measurement, regular performance feedback, self-evaluation, employee recognition, and documentation of employee progress. The compensation for employees is reviewed annually through the structured mechanism.



The conviction of Human Resource to thrive with the prosperity of the Organization will definitely comprehend with more rigors in meeting and beating all business challenges. This is how we are determined to set up the win-win situation across all businesses and functions at Jubilant Industries Limited. All the employees details mentioned in the report are of permanent and full time employees.

We provide benefits like Personal Accident Insurance, Group Term insurance and Healthcare Coverage with the TOP UP Plan for employees and their dependents, also complying to their social and security needs.

We also offer housing facilities number of our employees at our Gajruala plant and provide funding for schools for our employees' children, health Check-up at Gajruala. The wages and benefits of our unionised employees are generally established by collective bargaining agreement.

No. of employees by gender that were entitled to parental leave	Nil	Male
	21	Female
No. of employees by gender that took parental leave	Nil	Male
	1	Female
No. of employees who returned to work after parental leave ended	1	
The number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender.	NA	
The return to work and retention rates of employees who returned to work after leave ended, by gender.	NA	

Learning & Development is our winning strategy. The key drivers for L& D continue to build upon enhancing the organisational efficiency & Leadership development. The process encourages "Learning by doing" & cross working collaboration with different teams for sharing knowledge, ideas & expertise, this is a positive indication of a shift away from top-down learning towards the natural flow of learning in organisations. Learning mechanism is segmented into Functional & Technical,

Behavioural, Quality, and Safety & Leadership Integration programs. To name few of our flagship programmes, Sales Excellence Workshop, Talent & Succession Planning, Competency Assessment exercises and Goal Setting, Managing High performance, Outbound programs etc., Array of training programs, pertaining to efficiency & expertise development on functional skills of employees are conducted on monthly basis internally. Persistent Industry & market exposure to the



employees is ensured through external training programs conducted by highly specialised & professional agencies. We as an organisation do not have a policy on provision of sabbatical periods with guaranteed return to employment.

Average number of training man days per employee for reporting period (executives)	2.37 days	Total training man days stand to be 3765.8 (30126.3 Man Hours) Training man hrs for Executives – 28433.5 hrs & Workers 1692.8 hr)
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For the reporting period, the total number of training hours for male executives is 23878.5 hrs and for female executives is 4555 hrs. There are 21 female workers in the Company.

The various Company Level Annual R & R programs were leveraged; Spot-On & Star of the Month Awards were structurally organised.

Percentage of total employees by gender who received a formal performance appraisal and review during the reporting period.
(total eligible for PMS in year 2026 - 1271 Executives)

Male – 98.7% & Female 1.3%

Total number of new employees hired during reporting period	640	Male
	10	Female
Rate of new employee hired (Average Base is 78)	98.5%	Male
	1.5%	Female
Total number of new employees hired (Age group wise)	650	<30yrs = 237, (30 - 50yrs) = 402, >50yrs = 11
Rate of new employees hired (Age group wise)	726	<30yrs = 36.5%, (30 - 50yrs) = 61.8%, >50yrs = 1.7%
Total number of employees leaving during reporting period	462	Male
	1	Female
Rate of employees leaving during reporting period	99.8%	Male
	0.2%	Female
Total number of employees leaving employment (Age group wise)	Total-463	<30yrs = 123, (30 - 50yrs) = 315, >50yrs = 25
Rate of employees leaving employment (Age group wise)		<30yrs = 25%, (30 - 50yrs) = 69%, >50yrs = 6%





We are an equal opportunity employer and no discrimination is made on account of caste, creed, gender, religion, etc. No discrimination on remuneration for women and men irrespective of category & grades are followed rather it is on the basis of performance, credentials and deliverables.

Taking every piece of it in the times to come, the conviction of Human Resources to prosper with the prosperity of the organisation will definitely be realised with more rigors. This is how we intend to establish the Win-Win environment across all businesses and functions in organisation. We are brave in our stride, we learn from both our successes & slips to ensure an environment of continual improvement.

Human Rights

Disclosure on Management Approach - Human Rights

Goals & Performance

Jubilant Industries Limited is determined to contribute to the promotion and protection of Human Rights. The Company ensures direct responsibility to value human rights in their own operations by adhering to laws of land.

Policy

We believe in facilitating an ethically complaint & corporate governance centric environment for our employees. We ensure that our policies and practices prevent discrimination based on gender, national or social origin, economic status, religion, political or other conscientiously held beliefs, birth or other status.

Related policy includes recruitment, promotion, remuneration, working conditions, customer relations, investment and procurement practices, security practices and the practices of contractors, suppliers and partners and also include measures to deal with child labour, prevention of forced and compulsory labour. The Company maintains its own internal financial and quality controls, which are periodically verified by external independent auditors.

Organizational Responsibility

The managerial responsibility for the promotion and protection of Human Rights is of the Head of Human Resources and the Unit Heads at respective manufacturing locations.



Monitoring & Follow-up

The primary responsibility for monitoring Company policies and practices lies with Head - Human Resources at the Corporate and the Unit Heads at respective manufacturing locations.

Sankalp

'Sankalp' is an endeavour to encourage the creativity of employees and their participation by way of contributing new ideas/suggestions for improving organisational efficiency and productivity. This activity is categorically aimed at engaging employees in the workmen cadre to participate in idea generation and implementation for improvement at the shop floor as well as plant location. Their contributions in this regard are suitably rewarded and acknowledged. The objective of laying continuous efforts for continuous improvement is certainly visualised through this wise initiative across all plant locations.

Governance Policies like Code of Conduct and other policies govern the Company ethics. These policies encourage intellectual honesty, employees conduct, freedom of association

etc. in every aspect. The Company advocates fair business practices, which are centred on transparency, equal opportunity, lawfulness and integrity of records. Each employee is given training on the Company's policies & Code of conduct at the time of joining, during orientation and as & when required. The Governance policies are available on Company's intranet as well as available on demand for ready reference.

The Company follows all relevant, applicable rules and regulations as described by governance bodies with regard to the inclusion of human rights clauses in its various agreements with the suppliers and contractors. As a policy, the Company does not employ child or forced labour in its operations. It further encourages its suppliers and business partners to follow these human rights practices through the Green Supply Chain Policy which is communicated to them. 100% of 'A' Class suppliers of packing material have been audited and found to have not engaged any child in their plants. They have also put a board outside their plants indicating **NO TO CHILD LABOUR**.



The Company follows a policy of non-discrimination on the grounds of gender, caste, religion and others. No case of discrimination has been reported. There are no areas in the Company's operations where right to exercise freedom of association and collective bargaining may be at risk.



Percentage of total employees covered by collective bargaining agreements.

12%

The total no. of workers as on 31st March, 2026 across all manufacturing locations 65. They are covered by Long term settlement by way of workmen committees. Long term settlements are considered equivalent to collective bargaining agreements as we do not have trade unions.

The communication is shared via the notice display boards or mails in case of any substantially affecting initiatives organisation takes.

All the 4 manufacturing sites (100%) of the Company's operations have been internally audited to ensure NO Child Labour had been deployed. Company has defined governance mechanism with its Ombudsman Office to address issues, concerns and grievances of stakeholders covering employees, shareholders, customers, business partners and communities including those for human rights, compliances and anti-corruption. We have a practice to periodically check with the Ombudsman's office on cases or issues registered with them & initiate suitable action, as required. All the security personnel are inducted to the organizational policies and

practices and their behaviour is aligned to the organization's values. This is also driven through common meetings within the group companies.

No incidence of discrimination and grievance related to human rights and corruption was reported during the year. The Company has not reported any anti-competitive behaviour and has not been fined for non-compliance with laws and regulations. The Company is governed by code of business conduct and ethics guidelines for all employees.

Raw material and packing material for the Company procured by Supply Chain team located at HO and Plant. Sourcing of Raw material, packing material, Project procurement & Indirect Procurement is being done through on line tools/platform.

About 30 to 35 % raw material is Imported and

rest procured locally within the country. Packing material is completely procured locally. Supply Chain have tie-up for storage facilities at key ports of Kandla, Mundra, Dahej, Hazira in Gujarat and JNPT Mumbai in Maharashtra. Most of the Rock Phosphate a key raw material for fertilizer is procured from locally from Rajasthan. Apart from domestic, also procuring Imported Rock Phosphate from Egypt & Jordan to fulfil our complete requirement. Sulphur is procured from refineries, Mathura in Uttar Pradesh, Panipat in Haryana and Bhatinda in Punjab. All the materials are transported internally through rakes, trucks, and tankers based on logistics availability and cost benefit consideration. Timely availability of material is tracked as per Business sales plan and production plan. Inventory norms are defined based on lead time and ABC classifications for different raw /packing material. The Company follows all relevant, applicable rules and regulations as described by governance bodies with regard to the inclusion of human rights clauses in its various agreements with the suppliers and contractors. As a policy, the Company does not



employ child or forced labour in its operations. It further encourages its suppliers and business partners to follow these human rights practices through the Green Supply Chain Policy which is communicated to them. The questionnaire checklist has been revised for assessment of Suppliers for Sustainability Aspects. Total 40 new raw materials and packaging suppliers have been reviewed for EHS & Sustainability Aspects including Environmental, Labour Practices, Human Rights and Societal Impacts. No actual or potential negative impact for Environmental, Labour Practices, Human Rights or Impact on Society at supplier locations have been identified in the assessment.

All contractors & service providers engaged in the plants were reviewed to ensure NO Child Labour has been engaged by them and further their performance reviewed regularly by Supply Chain team with support of cross functional to ensure they do not violate any legal requirements / standards. Total 15 numbers of contractors and service agencies have been reviewed for human rights.

Employee Profile

Jubilant Agri & Consumer Products Limited recognizes its employees as its most valuable asset and is committed to fostering a safe, inclusive, diverse, and engaging workplace that supports professional growth and well-being. The Company promotes a culture of integrity, respect, continuous learning, and equal opportunity across all its operations. During the reporting period, JACPL employed workforce members across its manufacturing facilities located at:

- Gajraula, Uttar Pradesh
- Sahibabad, Uttar Pradesh
- Kapasan, Rajasthan
- Samalaya, Gujarat

The workforce comprises permanent employees, contract workers, and temporary workers engaged in manufacturing, engineering, operations, quality assurance, sales, supply chain, administration, and support functions.

Human Capital Management

Our human resource practices focus on:

- Talent acquisition and retention

- Employee development and capability building
- Occupational health and safety
- Diversity, equity and inclusion
- Employee engagement and well-being
- Ethical workplace practices
- Performance and career management

Employee Engagement

JACPL encourages open communication and employee participation through:

- Regular town hall meetings
- Employee feedback mechanisms
- Training and awareness programs
- Safety committee meetings
- Suggestion and improvement initiatives
- Employee recognition and reward programs

Learning and Development

The Company continuously invests in building employee capabilities through:

- Technical skill enhancement programs
- Health, Safety and Environment (HSE) training
- Leadership development initiatives



- Compliance and ethics training
- Behavioral and soft-skill development programs

Diversity and Equal Opportunity

JACPL provides equal employment opportunities without discrimination based on gender, religion, caste, age, disability, or other protected characteristics. The Company promotes a respectful and inclusive work environment for all employees.

Employee Well-being

The Company supports employee well-being through:

- Occupational health monitoring
- Medical facilities and health check-ups
- Employee assistance and welfare programs
- Safe workplace practices
- Work-life balance initiative

Particulars	FY 2025-26
Total Permanent Employees	1587
Male Employees	1566
Female Employees	21

New Hires	650
Average Training Hours/Employee	2.37 days
Safety Training Coverage (%)	100%
Employees Covered under Health Check-up (%)	100%

Training & Education

Jubilant Agri & Consumer Products Limited (JACPL) is committed to developing a competent, safety-conscious, and skilled workforce through continuous learning and capacity-building initiatives. The Company provides regular Environment, Health and Safety (EHS) training and on-the-job education programs to employees and contract workers across all manufacturing locations.

The training programs are designed to enhance operational excellence, strengthen risk awareness, ensure regulatory compliance, and promote a proactive safety culture throughout the organization.

Key EHS Training Topics Covered

- Selection and Use of Appropriate Personal

Protective Equipment (PPE)

- Fire Prevention and Firefighting Techniques
- Hazard Identification and Risk Assessment (HIRA)
- Job Safety Analysis (JSA)
- Work Permit System
- Manual Material Handling
- Forklift and Material Handling Equipment Operation
- Electrical Safety
- Chemical Safety and SDS Awareness
- Confined Space Entry
- Working at Height Safety
- Emergency Preparedness and Response
- Incident Reporting and Investigation
- Workplace Safety and Safe Work Practices

Training Approach

JACPL delivers training through a combination of:

- Classroom sessions
- Shop-floor demonstrations
- Toolbox talks
- Mock drills and practical exercises
- On-the-job coaching
- E-learning and awareness program



Training Outcomes

Through regular training and competency development initiatives, the Company aims to:

- Strengthen safety awareness and risk management capabilities.
- Improve compliance with EHS procedures and legal requirements.
- Reduce workplace incidents and unsafe behaviors.
- Enhance employee skills and operational efficiency.
- Foster a culture of continuous learning and safety excellence.

JACPL considers employee development and workplace safety as fundamental to sustainable business success. During FY 2025-26, the Company provided regular EHS training and on-the-job learning opportunities to employees and contract workers, covering key topics such as PPE usage, firefighting, HIRA, JSA, manual material handling, forklift operation, work permit systems, and workplace safety. These initiatives help build a competent workforce while reinforcing our commitment to maintaining a safe and healthy work environment.

Training Topics and covered Employees

Trainings Topics	Employees	Worker
Adaptation of sustainable life style	22	40
Basics of Fire fighting	256	154
Behavior Based Safety	122	70
Bio Medical & Hazardous and Other waste management	28	30
Chemical Handling use & Storage	24	86
Emergency Preparedness & Evacuation Plan	136	172
Ergonomics	16	50
Essential training for ERT members	36	10
First Aid	200	15
General Safety Awareness	64	184
General Safety Awareness on Project work	22	36
Hazard Identification & Risk Assessment Procedure	46	20
Hazardous & Other Waste Management	44	2
Hazardous area classifications	16	7
Hazards and Precautions of electricity	102	106
Health impact of Plastic	34	20
Hierarchy of Hazard control	24	20
impact of Plastic on climate change	90	30

Trainings Topics	Employees	Worker
Incident/Accident reporting & Investigation System	76	200
Job safety Analysis	20	34
Job Safety analysis (Risk Assessment)	62	40
Lesson learning from accident	38	16
Lesson learning from accident & Use of Appropriate PPE'S	22	246
Life cycle assessment & Scope -3 emission	32	5
Operations & Maintenance of SCBA	66	100
Role & responsibility of SCM members	36	40
Safety Induction	300	3940
Selection & Use of appropriate PPE'S	306	298
Storage & Handling of Chemicals	222	74
Summer preparedness	30	20
Sustainability	38	20
Use and selection of appropriate PPE	26	298
Use of appropriate PPE'S & work Place safety	58	32
Work Permit System	300	308
Work Place Safety	70	83
Grand Total	2984	1052



COMMUNITY DEVELOPMENT AND CORPORATE SOCIAL RESPONSIBILITY



Corporate Social Responsibility (CSR) remains an integral part of the Company's business philosophy and is aligned with the provisions of the Companies Act, 2013 and the United Nations Sustainable Development Goals (SDGs).

CSR initiatives are implemented through the Jubilant Bhartia Foundation (JBF), the Group's not-for-profit arm, which focuses on healthcare, education, and livelihoods through a collaborative Public-Private-People Partnership (PPPP) approach. During financial year 2025-26, JBF continued to strengthen community engagement and foster inclusive socio-economic development across communities surrounding the Company's operational locations. Through targeted

interventions, the Foundation positively impacted lives by improving access to quality healthcare, enhancing educational opportunities, promoting livelihood generation and empowering vulnerable sections of society, thereby contributing to sustainable and equitable community development.

The Corporate Social Responsibility (CSR) is a vital to Jubilant's Sustainability mandate. CSR

activities at Jubilant are in accordance with the provisions of Section 135 read with Schedule VII to the Act. The CSR initiatives at the Company are in line with the United Nations Sustainable Development Goals (SDGs).

Jubilant Bhatia Foundation ('JBF'), formed in the year 2007, a not-for-profit arm of the Jubilant Bhartia Group works towards conceptualisation and implementation of CSR activities of all group companies of Jubilant.



The Company's CSR activities are in Healthcare, Education & Livelihood.

With 4P (Public-Private-People-Partnership) model, the CSR activities of the Company focuses towards empowering and adding value in the lives of the communities around the area of operations of the Company. JBF's detailed activities

With a vision to bring progressive social change through strategic multi-stakeholder partnership and bring about a 'social change' involving "knowledge generation & sharing, experiential learning and entrepreneurial ecosystem", during the Financial Year 2024-25, Jubilant continued working towards enhancing the quality of life of the community around Kapasan, one of its apex stakeholder.

The brief information is given below:

Education: Supporting Rural Government Primary Education through:

- Muskaan Fellowship - Youth Development program.

- Khushiyaon Ki Pathshala (KKP)-Value Based Education
- Promoting extra-curricular activities and awareness through Muskaan Activities.
- Encouraging sports participation among rural youths at the district and block levels.

Health: Rendering Basic Healthcare services to the community through:

- Providing affordable healthcare through Mobile Medical Unit enabled with JUBICARE- Tele-clinic platform.
- Generating awareness on nutrition through the Nutrition Awareness Program for the community.

Livelihood Initiatives: Implementing livelihood programs for the community through:

- Jubi-Farm - Farmbridge

Besides, the CSR initiatives at the company are in line with the United Nations Sustainable Development Goals (SDGs).



The company, working towards the goal of No Poverty, Zero Hunger, Climate action, Responsible consumption and production and Life on Land has extended various livelihood initiative for the community around manufacturing locations.

1. Jubi Farm - Farmbridge:

Jubilant Bhartia Foundation launched the Jubifarm Project in the Kapasan and Chittorgarh blocks of Rajasthan with the aim of increasing farmers' income by introducing SMART agriculture practices. This initiative promotes sustainable farming by enhancing agricultural techniques. As part of the project, JBF extended handholding support to more





than 300 farmers across 09 nearby villages.

Key components of the project included of:

- Introduction of hydrogel technology to enhance soil moisture retention and improve water-use efficiency on farmers' fields.
- Promoted pheromone traps and sticky traps as eco friendly solutions for effective pest and pesticide management.
- Supported soil and crop productivity through the use of mycorrhiza for enriching organic manure and distribution of high quality mustard seeds to increase yields.
- Distributed nano -urea to improve nutrient efficiency and hermetic storage bags to

reduce post harvest losses.

- Facilitated marketing linkages and packaging support to enable better market access and value realization for farmers.
- Encouraged crop diversification by introducing alternative crops such as fennel seeds and improved bean varieties.

2. Good Health and Well-being

Jubilant Bhartia Foundation, through its Aarogya Program, promotes health-seeking behavior among communities in Kapasan, especially around the company's manufacturing unit. The initiative delivers basic healthcare services via a Mobile Dispensary equipped with JubiCare - a Teleclinic platform, ensuring accessible and effective medical support.

The program targets underserved areas lacking adequate health services and awareness, offering both preventive and curative care. In 2025-26, around 12,403 patients across 24 villages in Kapasan Block received



consultations. In addition to regular health camps, specialized camps such as Eye Care, Blood donation and Dental Camps were organized to address specific community needs.

Furthermore, the second phase of haemoglobin testing was conducted for 63 adolescent girls, marking a step toward focused adolescent health interventions

About JubiCare Tele-clinic- a telemedicine application conceptualized & developed by Jubilant Bhartia Foundation (JBF). This telemedicine interface provides a real-time Patient - Doctor Consultation through text/audio/video. JubiCare app uses ICT for the exchange of information for the diagnosis and treatment of diseases by a certified medical professional. The applications aim at addressing the health issues of patients by health workers without unnecessary exposure to infections. The application provides immediate support and delivery of healthcare services to the underserved communities in rural and urban areas without travel.



Nutrition Awareness Program- Jubilant Bhartia Foundation (JBF) is actively supporting government efforts to promote nutritional awareness among children and other vulnerable groups through a focused awareness campaign. As part of this initiative, three government schools were engaged, reaching out to approximately 42 participants, including students, pregnant women, and lactating mothers. The program aimed to foster better nutrition practices and awareness across different age groups within the community.

3. Quality Education

With an aim to strengthen education and learning environment in rural areas for enhancing the quality of education for the rural community, Jubilant Bhartia Foundation implemented following initiatives:



Muskaan Fellowship -

The Youth Development Program is designed to empower local youth by enhancing their

skills while engaging them in meaningful social service activities across communities, schools, local bodies, and colleges.

In the year 2025-26, Jubilant Bhartia Foundation (JBF) mentored 01 Muskaan Fellow from local village, focusing on building his leadership capabilities and fostering his holistic development.

Khushiyon Ki Pathshala (KKP)

Khushiyon Ki Pathshala (KKP) focuses on preparing children to engage with the outside world with the right attitudes, values, and life skills. The initiative promotes holistic personality development by integrating character building, personality enhancement, citizenship values, and spiritual growth through a creative, engaging, and child-friendly methodology.

During the reporting period, the program delivered value-based education to over 400 children enrolled in primary and upper-primary schools.

Infrastructure Support

School infrastructure development plays a vital role in enhancing educational quality and fostering the holistic development of students by creating safe, inclusive, and conducive learning environments.

During FY 2025-26, JBF supported infrastructure improvements across 10 schools, including washroom renovations, school painting, library book support, and related facilities, benefiting 1,270 students.

Gender Equality -

The Company adheres to its policy of non-discrimination and ensures every one with equal access to health care, quality education, career and vocational guidance, employment, remuneration, occupational health and safety and social security etc. All initiatives of Jubilant Bhartia Foundation provide equal opportunity to its beneficiaries.



CUSTOMER ENGAGEMENT & PRODUCT RESPONSIBILITY

Management Approach - Product Responsibility

Jubilant Agri and Consumer Products Limited is committed to responsible management of products. The Company ensures direct responsibility and objectives are defined right from product development, labelling and packaging to marketing and advertisements of products.

Product Responsibility aspects are considered starting from the stages of product concept and development. R&D considers and reviews the MSDS of chemicals as per their formulation for the Health and Safety aspects of new products. The revised chemicals MSDS are framed using the Global Harmonised System (GHS) guidelines. They are reviewed and utmost consideration and care is taken for no adverse effect on the customers' health and safety.

The products are labelled in accordance with the statutory requirements and specific customer requirements, if any. Health and

Safety features such as flammable symbols and handling precautions measures are also included in products as identified necessary in product Health and Safety review.

Advertisements and marketing communications are framed as per product features and products applications. Regulatory compliance is adhered in these communications.



Jubilant Agri and Consumer Products Limited considers and holds the customer details in strict privacy and no breach for customer details leakage is ensured. Intellectual Property

Rights (IPR) code of conduct for protection of product details and business is ensured to be aligned and agreed by each employee and concerned business partners.

The managerial responsibility for the Product Responsibility is of the Business Head of each Division and the Unit Heads at respective manufacturing locations and R&D. Legal department is responsible for ensuring all statutory compliances in domestic and international products packaging and labelling.

The Company facilitates the establishment of programs for Product Responsibility awareness and guidance of concerned employees within the Company and encourage collective action in business associations to promote respect among each other.

Customer complaints and legal notices for non-compliances are two main indicators of failures in this aspect. Legal aspects are updated by the legal department. Business



Heads ensure country specific legal requirements for exports. It is reviewed annually or at the time of change in legal requirement whichever is earlier.

The Customer engagement helps in shaping a benefit service and ensures that it is delivered in response to known needs rather than perceptions. Through improved engagement with the benefit service, the Company designed the approach which targets customer needs directly.

The Company works closely with the customers and suppliers, so that services can be developed to meet local requirements in a balanced manner.



The activities identified and practiced at the Company are:

- Measuring customer satisfaction
- Developing customer service data system
- Working with customers
- Helping staff to work with customer satisfaction

The collection of customer feedback from a variety of sources helps to develop a balanced view of the service. The Company collects information about customer satisfaction from complaints forms, mystery shopping exercises and surveys at customer access points. These are used to identify quick wins and ensure that improvements are responsive to customer needs.

The Company is continuously engaged towards product safety in line with the Vision of no accidents, injuries or harm to its personnel and environment. The Company provides customers with products and services that meet their needs exactly and provides necessary information and support, so that customers can use the products safely and

effectively. The products at all the locations are manufactured with highest quality standards as per the Quality Policy framed. The robust quality management systems are followed at all the units to deliver quality products to the customers.

The collection of customer feedback from a variety of sources helps to develop a balanced view of the service.

The Company collects information about customer satisfaction from complaints forms, mystery shopping exercises and surveys at customer access points. These are used to identify quick wins and ensure that improvements are responsive to customer needs.

The Company's Business does not have any non-compliance with regulations and voluntary codes concerning health and safety of its products during the reporting year. The health and safety features of Agri products are strictly adhered to as per the provisions of the Fertilizer Control Order and Pesticide Control Order for the Agri business.



For information & labelling on Single Super Phosphate (SSP) and Agrochemicals marketed, the Company strictly comply with the Fertilizer Control Order (FCO) and CIB & RC as enforced by the Ministry of Fertilizers and Chemicals, Government of India. The labelling regulations, as governed by the above regulations, stipulates the divulgence of information in the prescribed format on each of the parameters, contents, applications, safety, quality, usage etc.

The Agribusiness division does not have any non-compliance with regulations and voluntary codes concerning product information and labelling of any of its products during reporting year.

The customer satisfaction surveys are conducted periodically with customers. Consumer Products manufacturing is governed with ISO 9001: 2015 certification and customer i.e. dealer satisfaction levels are measured and tabulated as per the quality module through a structured questionnaire. Quality management processes in these

manufacturing sites are regularly audited by internal certified auditors and external auditors from accredited agencies.

There are no complaints against the Company's business with regard to breach of customer privacy and/or losses of customer data. No sanctions, administrative or judicial, or any monetary fine has been levied on the Company's business for non-compliance with laws and regulations concerning the provision and use of products manufactured and/or marketed by it.

The Company had no incident of non-compliance and has paid no fines for non-compliance with laws and regulations concerning the provision and use of products and services and marketing communications.

Jubilant Agri and Consumer Products Limited engages with the stakeholders through extension programs and field activities at farmer level.

BTL activities like farmer meetings, kisan melas, jeep campaigns, retailer trainings/ meetings, field demonstrations and product trials are being organized at district/village level for intensive communication & interaction.

Different branding tools (like crop specific POP material) are being used to showcase product



**RETAILER
MEETING -
Basti, Chandauli &
Sikohabad**



range and their usage with recommendations on different crops. Various tools used for brand visibility are- Wall - paintings, posters, banners and Bunting.

Door to door campaigning in the season time through jeep campaigns and meetings helps educating them with useful tools and techniques from sowing till harvesting viz. field preparation, new and high yielding crop varieties, seed treatment, balanced fertilization and crop protection methods and products with their dosages and usage.

Detailed discussions are also held with farmers on the usage of Ramban products for increasing yield and bringing about an appreciable improvement in the quality and appearance of crops. They are educated on economic as well as crop and soil benefits of SSP vs DAP, Granular fertilizer, Fortified fertilizer (Boronated GSSP), Organic fertilizers & other Specialty products. Trials show that benefits extended by Ramban SSP far outweigh the input cost, bringing better profitability per

acre of land to the farmers. Participation in Kisan melas which are held by local government bodies plays a vital role in interaction with farmers on large scale that too at a common platform. Farm and cropping solutions are provided to the farmers through these melas.

The SPVA product bags and pallets are labelled as per the country regulations of customer such as Food Safety Law and labelling requirement of Department of Customs of different countries. The Company strictly follows these laws and regulations. There have been no incidents of non-compliance with regard to labelling requirements of products from the countries.

In Latex business, For supplies to European Union (EU) market and South Korea market, the Safety Data Sheet (SDS) comply with Classification Labelling and Packaging (CLP) notification under Registration Evaluation and Authorisation and Restriction of Chemicals (REACH) regulation of EU and REACH

regulation of Korea respectively. The Company has completed pre-registration and registration for EU REACH compliance of latex products.



AWARDS AND RECOGNITIONS

JACPL Gajraula plant has received
"5 Star Rating" in
"Vision Zero Rating System"



JACPL Gajraula plant has received
"Gold Award" in **"Green Tech Safety Excellence"** Category.

JACPL Gajraula plant has received
"Grow Care Safety Award" in **Platinum category**
for plant's performance in Safety Excellence



AWARDS AND RECOGNITIONS

JACPL Gajraula plant has received
"Gold Award" in
"ICC Environment Excellence Award"



JACPL Sahibabad plant has received **"Grow Care Safety Award"** in **Gold category** for plant's performance in Safety Excellence.

JACPL Savli plant has received **"Grow Care Safety Award"** in **Gold category** for plant's performance in Safety Excellence.

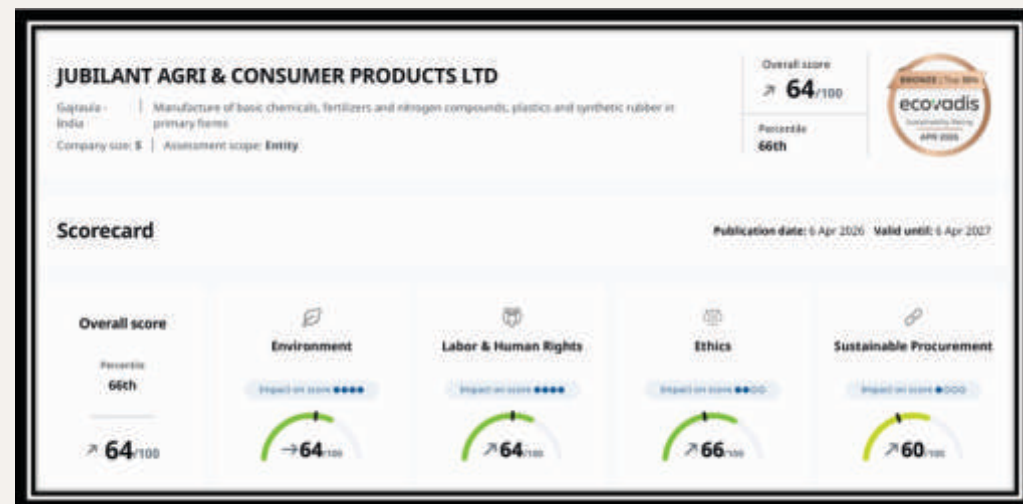
JACPL Savli plant has received
"FAME National Award" in Platinum for plant's performance in Safety Excellence.

JACPL Kapasan plant has received
"Grow Care Safety Award" in **Gold category**
for plant's performance in Safety Excellence.



AWARDS AND RECOGNITIONS

JACPL Gajraula plant has received
"Gold Award" in
"ICC Environment Excellence Award"



Performance data Book

Parameters	Unit	FY 2021-22	FY 2022-23	FY 2023-24	FY 2024-25	FY 2025-26
Production	MT	778528	802734	535935	755903	849442
Energy Intensity	GJ/MT	0.435	0.422	0.632	0.48	0.51
Water Intensity	KL/MT	0.432	0.543	0.543	0.476	0.427
GHG Intensity	tCO2e	0.054	0.053	0.079	0.053	0.061
Waste Recycling	KL	660.75	660.75	357.97	643	611
Near miss/UA/UC	Nos	30312	29961	33517	34800	37925
Training Hours	Man-days	1619	1968	2940	2186	3766
CSR Spending	Lakhs	27.90	78.50	114.50	127.00	156.00
Tree Plantation	Nos	27156	15732	17532	30717	24533
Servival	%	43	45	80	89	91

Site wise Performance data

Parameters	Unit	Gajraula	Sahibabad	Savli	Kapasan
Production	MT	402492	11398.091	22529.96	413022.13
Energy Intensity	GJ/MT	0.476	0.530	0.963	0.525
Water Intensity	KL/MT	0.586	0.927	2.074	0.168
GHG Intensity	tCO2e	0.060	0.064	0.187	0.055
Waste Recycling	KL	4147	915.73	582.75	1329
Near miss/UA/UC	Nos	24608	3433	6378	3506
Training Hours-Executive	Hrs.	3060	690	1753	538.5
Training Hours- Contract Workmen	Hrs.	6364	1177	1236	3475
Tree Plantation	Nos	16700	10	2808	5015
Servival	%	85	100	100	96



THE WAY FORWARD



The Company always strive to be a responsible corporate citizen. Our endeavor is to transcend beyond compliance. The Company strives to integrate Economic development, Environmental quality and Social equity into core business practices and continues to improve its Sustainability performance.

Following is the road map to leverage sustainability in business strategy:

1. Community Engagement:

The Company will keep on working towards social development of the community around its manufacturing locations through Jubilant Bhartia Foundation. The thrust area of social development for the company is primary schooling in rural areas, provision of basic health care and vocational training. The Company would continue supporting "CII-Jubilant Bhartia Food and Agriculture Centre of Excellence". The efforts of the Company are in line with Social Development Goals (SDGs). Taking in cognizance of the various products manufactured by the Company, the focus of the social development activities will be introducing projects which can provide skill based apprenticeship and improve agricultural productivity.

2. Resource Conservation:

Continue to drive the 3R's - Reduce, Reuse and Recycle for waste minimisation and waste disposal from manufacturing operations.

3. Energy Conservation and Climate change mitigation:

Continue to identify opportunities for Energy Conservation and implement measures for realising this by improving manufacturing process

efficiencies, use of energy efficient equipment, cycle time reduction and batch size optimisation to reduce energy requirement and emissions.

4. Behavioral Safety:

Consolidate employee engagement further at sites on HSE by focusing continued on Behavioural Safety, tracking and addressing issues of unsafe act and unsafe condition by involving all the employees in the initiative and use of online reporting and tracking tool Sanchetna.

5. Good Governance:

Demonstrate good governance and be profitable being accountable and transparent to enhance stakeholder confidence. Ensure investors a sustainable return on investment.

6. Capability Building

Attract and retain high quality workforce of diverse nature and develop a culture of belonging by encouragement, support and reward. This workforce will drive the Sustainability Mission for inclusive growth, as Company's promise of Caring, Sharing and Growing.



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JUBILANT
AGRI & CONSUMER PRODUCTS

Jubilant Agri and Consumer Products Limited

Regd. Office:

Bhartiagram, Gajraula - 244223, Distt. Amroha, Uttar Pradesh, India

Corporate Office:

Chimes 142, 3rd Floor, Sector 44, Gurugram -122003, Haryana, India

www.jacpl.co.in