

# Sustainability Report 2025



 **actylis**

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# Message from our CEO

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As we continue to transform Actylis into a global leader in the manufacturing and sourcing of critical materials and ingredients for the life sciences and advanced technology markets, our commitment to sustainability becomes not only essential, but a powerful driver of long-term impact.

Sustainability is integral to how we operate and how we deliver value. Our approach is grounded in the same principles that define our business: reliability, agility, and security across our global supply network. By streamlining the management of complex raw materials and ingredients, we help our partners reduce waste, optimize resources, and meet evolving environmental and regulatory expectations.

We believe sustainability must benefit everyone - our planet, our people, our customers and suppliers, and our communities. That's why we embed continuous improvement into every aspect of our operations, from responsible sourcing and packaging to reducing our operational footprint and supporting more sustainable manufacturing practices.

This strategy outlines ambitious goals, but it also reflects the culture of ownership and innovation that runs deep across Actylis. I'm confident that our shared commitment will enable us to meet and exceed these targets.

Thank you for being part of the Actylis journey, whether as a customer, a supplier, or a member of our team. Together, we are not only simplifying supply, we're helping to shape a more sustainable future.

## Scott Thomson

Chief Executive Officer

Actylis

# Message from our Chief Sustainability Officer

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## Commitment to Sustainability

As the Chief Sustainability Officer of Actylis, I am proud to reaffirm our unwavering commitment to sustainability. At Actylis, we believe that sustainability is not just a goal but a fundamental aspect of our business strategy and operations. Our dedication to sustainable practices is reflected in every facet of our company, from our procurement policies to our environmental initiatives.

We are committed to assessing all strategic suppliers on their environmental and social performance and ensuring that no strategic suppliers operate outside the UN Sustainable Goals initiative by 2028. Our procurement policy includes a sustainability clause in suppliers' contracts with minimum requirements on social and environmental performance. We implement rigorous risk assessments with specific environmental and social standards, depending on country-specific requirements.

Our internal activities include quarterly management reporting through the ESG Datasheet, annual evaluations by EcoVadis, and the publication of our Sustainability Report in accordance with the GRI standard. We are also dedicated to monitoring our carbon footprint and defining target reductions for Scope 1, 2, and 3 emissions in line with The Paris Agreement. Our reduction strategy includes ambitious short-term, medium-term, and long-term objectives.

We are proud of our achievements, such as our Gold EcoVadis rating for three straight years, which places us in the 97th percentile among our peers. This rating is a testament to our commitment to sustainable practices and our dedication to making a positive impact on the environment and society.

As we move forward, we remain committed to our mission of having a positive impact on the environment and society. We will continue to drive sustainability initiatives, collaborate with our partners, and engage our employees in making the world a better place to live. Together, we can achieve a sustainable future.

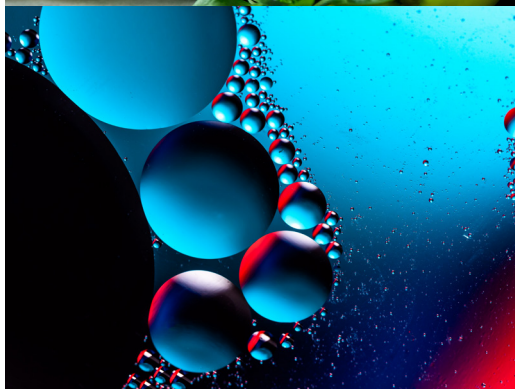
## Varun Vijay Rao

Chief Sustainability Officer

Actylis



# Company in Brief



Customers  
4000+



Products  
3000+



Countries  
100+



Global Operating Sites  
15+



Suppliers  
1100+



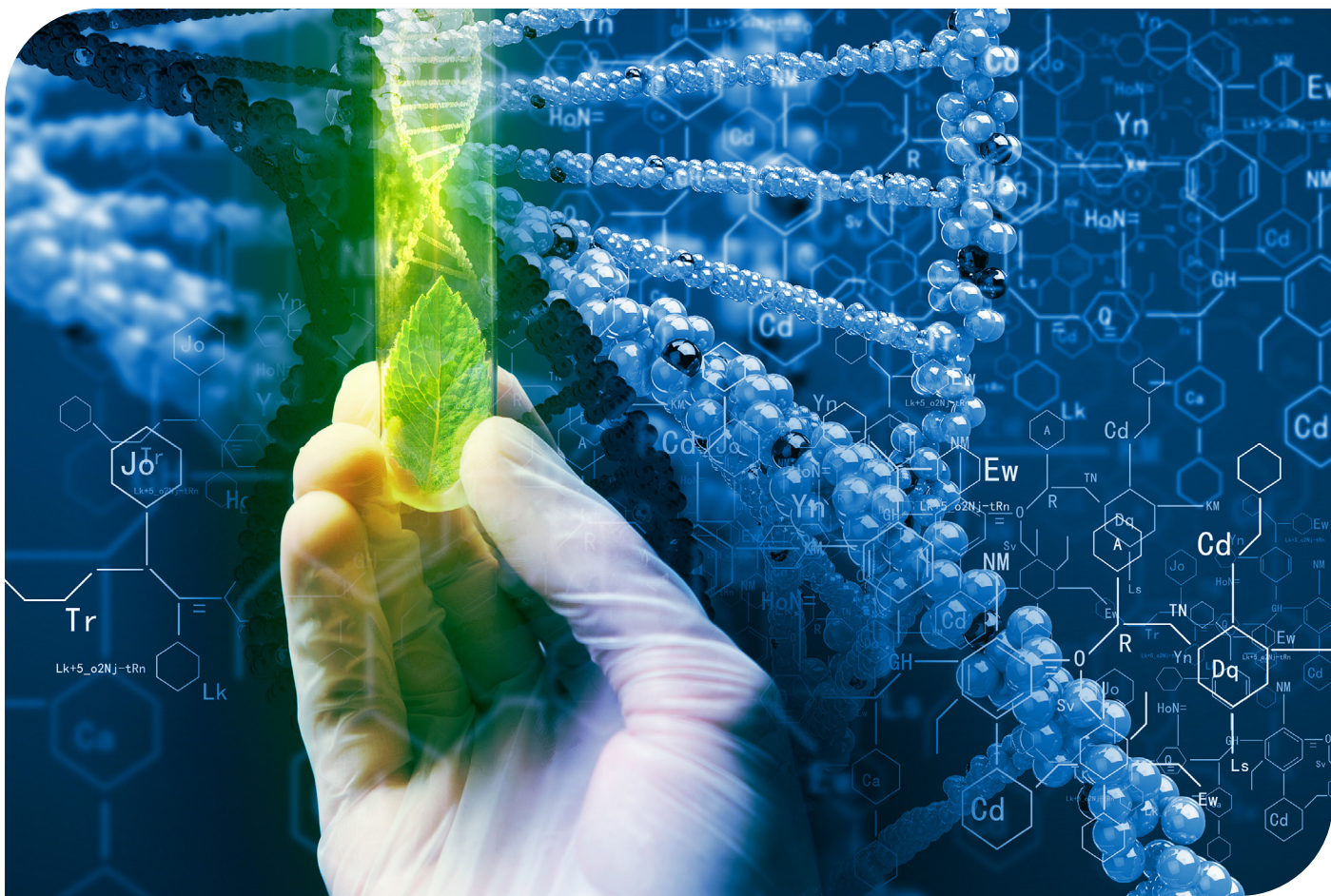
Workers  
700+

## Areas of Expertise:

- Analytical Services
- Contract Manufacturing
- Custom Manufacturing
- R&D Services
- Supply Chain Services
- Quality and Regulatory Services

## Businesses:

- Life Sciences
  - Pharmaceuticals
  - Biopharmaceutical
  - Agriscience
- Nutrition
- Specialty Chemicals
- Cosmetics



Actylis was started in 1947 and became part of New Mountain Capital Group in 2019 and has evolved into a multi-faceted organization encompassing the broad areas of human health, performance chemicals, and pharmaceutical ingredients.

Our global operations include R&D facilities, GMP manufacturing sites, analytical labs, sales offices and sourcing hubs at strategic locations in the US, Canada, Ireland, UK, China, India, France, Germany, the Netherlands and Singapore. We have developed strong relationships with our suppliers and manufacturers over the past 50+ years, allowing us to supply over 3,000+ chemical solutions to our customers. This, in turn, allows them to more rapidly develop and commercialise their innovative products.

# 1 | Company Identity



## 1.1 General information about the company

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### Name of the organization

Aceto US LLC dba Actylis

### Ownership

Actylis is a portfolio company of New Mountain Capital, a New York-based investment firm specializing in business building and growth. New Mountain Capital manages over \$55 billion in assets across private equity, public equity, and credit funds.

### Location of headquarters

Registered office: Port Washington, New York

Postal address: 4 Tri Harbor Court Port Washington, New York 11050 UNITED STATES

Telephone: +1 516-627-6000

Website: [www.actylis.com](http://www.actylis.com)

## 1.2 A history of dynamic growth

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### Milestone years

Actylis was established in September 2022 through the integration of eight specialty manufacturing companies and three sourcing firms, creating a unified entity with enhanced capabilities in sourcing and manufacturing. The companies that formed Actylis include Aceto US LLC & subsidiaries, A&C, A&C Bio Buffer, Cascade Chemistry, Finar, Interactifs, IsleChem, Pharma Waldhof, Syntor Fine Chemicals, Biotron and Talus. In 2024, Pharm Rx has been added to the portfolio.

### 2019 – Strategic Acquisition

- Aceto was acquired by New Mountain Capital, initiating a significant transformation and growth strategy.

### 2021 – Expansion Through Acquisition and Infrastructure

- Commenced construction of a 30,000-square-foot cGMP manufacturing facility in Eugene, Oregon, enhancing capabilities in active pharmaceutical ingredients (APIs).
- Acquired A&C, a manufacturer of GMP-compliant excipients and process solutions, expanding offerings in the vaccine and biopharmaceutical sectors.

### 2022 – Formation of Actylis

- Officially launched as Actylis in September, integrating Aceto and ten acquired companies into a single global brand, reflecting a hybrid model of sourcing and manufacturing expertise.

### 2023 – Operational Growth and Capability Enhancements

- Opened the Eugene cGMP facility, adding advanced manufacturing capabilities.
- Expanded the Montreal site with new Water for Injection (WFI) capabilities and ISO Class 7 cleanroom space to support pharmaceutical manufacturing.
- Achieved Gold EcoVadis Rating, placing Actylis in the 93rd percentile among peers for sustainability practices.

### 2024 – Leadership and Portfolio Expansion

- Appointed Scott Thomson as CEO in June, bringing fresh leadership to guide the company's next phase of growth.
- Acquired Pharm-Rx in October, a supplier of specialty ingredients for the pharmaceutical and nutritional sectors, further broadening the product portfolio.
- Achieved EcoVadis Gold Rating, placing Actylis in the 97th percentile among peers for sustainability practices.

### 2025 - Unique Supply Simplified

- Established several strong exclusive distribution partnerships around the world
- PharmaRx integrated seamlessly into mainstream business
- Maintained EcoVadis Gold Rating for the third consecutive year
- SBTi GHG emissions targets validated and approved
- SEDEX SMETA audit conducted at two sites -Actylis-Ogden & Actylis-Ahmedabad.

## 1.3 Activities, brands, products, and services

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### 1.3.1 Business sectors



#### Pharmaceuticals

We offer a robust suite of active pharmaceutical ingredients (APIs), pharmaceutical intermediates (PIs), and excipients supporting a variety of dosage forms:

- o Oral Solid & Semi-Solid Dose (OSD/SSD)
- o Nasal, Ophthalmic, Dermal, and Transdermal formulations

This business segment ensures global compliance, backed by robust regulatory documentation and comprehensive quality assurance.



#### Biopharmaceuticals

In the growing biologics sector, Actylis is a trusted partner for high-purity raw materials used in:

- o Biopharma Excipients
- o Cell Culture Media Components
- o Buffers and Process Solutions
- o Amino Acids, Nucleotides, Cofactors, and Vitamins

These products are critical for cell and gene therapy, diagnostics, and bioprocessing applications.



#### Nutrition

Actylis delivers scientifically supported ingredients tailored for human nutrition and dietary supplements. Applications include:

- o Bone and Heart Health
- o Digestive and Immune Support
- o Sports Nutrition and General Wellbeing

Product offerings span minerals and chelates, amino acids, botanical extracts, marine and vegetable oils, and vitamins.



#### Cosmetics

Our cosmetic ingredients support innovative and clean beauty formulations. Our product categories include:

- o Actives & Botanicals
- o Functionals & Commodities

These are used across skincare, hair care, sun care, oral care, and color cosmetics.



## Specialty Chemicals

We offer a wide spectrum of specialty chemicals tailored to high-performance and industrial applications:

- o Digital Imaging & 3D Printing
- o Adhesives, Coatings & Sealants
- o Electronics, Composites, and Inks
- o Fuel Additives, Metal Treatment, Lubricants
- o Flavors, Fragrances, and Water Treatment

Our capabilities include synthesis and scale-up solutions for novel materials



## Agri Science

In agriculture, we supply sustainable and performance-enhancing crop protection products:

- o Insecticides, Herbicides, and Fungicides
- o Post-harvest Protection

We work with clients to deliver customized solutions that enhance crop yield while promoting environmental stewardship.

### 1.3.2 Services

SERVICE CATEGORY	DESCRIPTION
Analytical Services	Advanced testing and validation to meet global regulatory standards
Custom & Contract Manufacturing	Tailored production across sectors under cGMP and ISO-certified conditions
Research & Development	Contract R&D, process scale-up, and formulation support
Supply Chain Services	End-to-end logistics and inventory optimization
Quality & Regulatory	Documentation, compliance, and audit-readiness across geographies

### 1.3.3 Business Administration

- |   |                                     |
|---|-------------------------------------|
| o Accounting and Finance                          | o Supply Chain and Logistics        |
| o Credit, Risk & Assurance                        | o Sales and Marketing               |
| o Information Technology & Digital Transformation | o Quality and Regulatory Compliance |
| o Human Resources                                 | o Environmental Health and Safety   |
| o Strategic Supplier Management (Procurement)     | o ESG & Compliance                  |

### 1.3.4 Business Model

UNIQUE SUPPLY. SIMPLIFIED.

Actylis is a global solutions provider with over 75 years of experience, specializing in streamlining the management of critical ingredients and raw materials for our business partners.

We offer both sourcing and manufacturing solutions tailored to meet diverse and evolving needs, ensuring a reliable, agile, and secure supply network. Our commitment to customization allows us to create flexible solutions, whether it's a unique specification, custom packaging, or tailored logistics strategies.

With deep expertise in quality and regulatory compliance, sourcing and logistics management, analytical services, and R&D support, we reduce complexities and mitigate risks, empowering our partners to focus on growing their business.

As of 2025, we support

**4000+**  
Customers

across

**100+**  
Countries

operating in

**15+**  
Global Sites

Including

- cGMP Manufacturing Facilities
- R&D Centers
- Sales and Sourcing Office
- Warehousing & Distribution hubs



# 1.4 Location of Operations & Markets Served



## Global Footprint

Actylis operates a robust global network, strategically positioned to serve diverse markets across the pharmaceutical, biopharmaceutical, nutrition, cosmetics, specialty chemicals, and agriscience sectors. Our presence spans three continents, encompassing manufacturing facilities, R&D centers, sourcing hubs, and sales offices.

## North America

### United States:

- Port Washington, New York: Global Head Office
- Eugene, Oregon: cGMP API Manufacturing Facility
- Ogden, Utah: Production & Sales Facilities
- Buffalo, New York: Specialty Chemicals Manufacturing & Analytical Services

### Canada:

- Montreal: Excipient & API GMP Manufacturing with WFI & ISO Class-7 space

## Europe

- **France:** Sales Office in Lyon
- **Germany:** Sourcing & Sales Offices in Düsseldorf & Hamburg
- **Ireland:** Liquid GMP Manufacturing Plant in Limerick
- **Netherlands:** Sourcing and Sales Office in Amsterdam
- **United Kingdom:** R&D and PI Manufacturing in Runcorn
- **Switzerland:** Office in Basel

## Asia

### India:

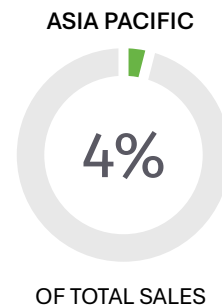
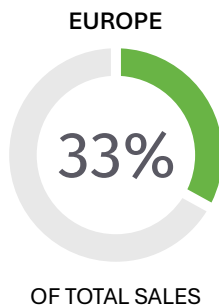
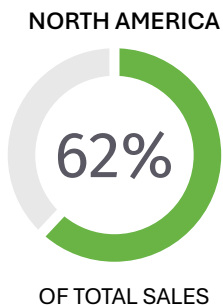
- Ahmedabad: GMP Excipient Manufacturing Plant
- Mumbai: Sourcing Hub
- Bangalore: Global IT Support

### China: Sourcing Office in Shanghai

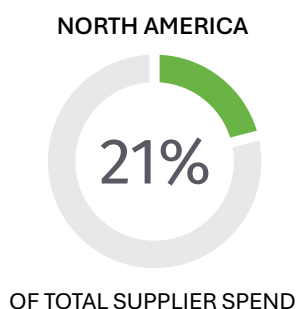
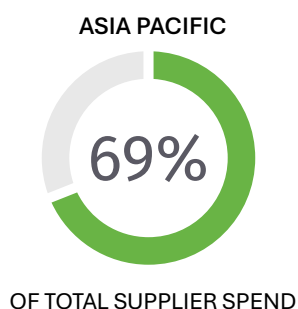
### Singapore: Sourcing and Sales Office

## 1.4.2 Markets served

Actylis' diversified portfolio caters to a global clientele, with a significant presence in:



Actylis' global sourcing capabilities extend to all regions:



## 1.5 Company's Value Platform

### 1.5.1 Vision

To delight our Customers, Stakeholders & Employees by consistently sourcing, manufacturing, and delivering high quality products through Innovation, Research & Development and Global Sourcing capabilities by maintaining Global best practices in Quality Standards and Safety.

### 1.5.2 Mission

Modernize the sourcing and procurement of raw materials utilized in life sciences and industrial applications to reduce errors, remove work, improve delivery, and provide choice that meets customers' precise needs.

### 1.5.3 Core Values

#### Integrity

For us, Integrity implies honesty and transparency in our business processes and the highest level of ethical behaviour and professional act in customer services.

#### Safety & Well-being

The safety and well-being of our employees, contractors, partners, and visitors are our top priority. Everyone has both the right and responsibility to work safely. If there is any question about safety, each person is empowered to stop the task immediately until all risks are addressed.

#### Commitment

At Actylis, we are committed to all our stakeholders adopting best practices in business operations to honour our deliverables to every person, entity or organization, associated with us.

#### Customer First

Customer demands for our products and their feedback are driving force for our growth and development. We create long term relationship with customers through value addition in their products and processes. At Actylis, employees treat customers with honesty, respect and dignity.

#### Respect for Individual

We are committed to create a work culture that encourage trust in the organisation, respect for an individual and value the diversity in the organisation.

#### Contribute to the Society

We believe that our responsibility as a member of society is to create value in society through improvement in health care, education and caring for environment.

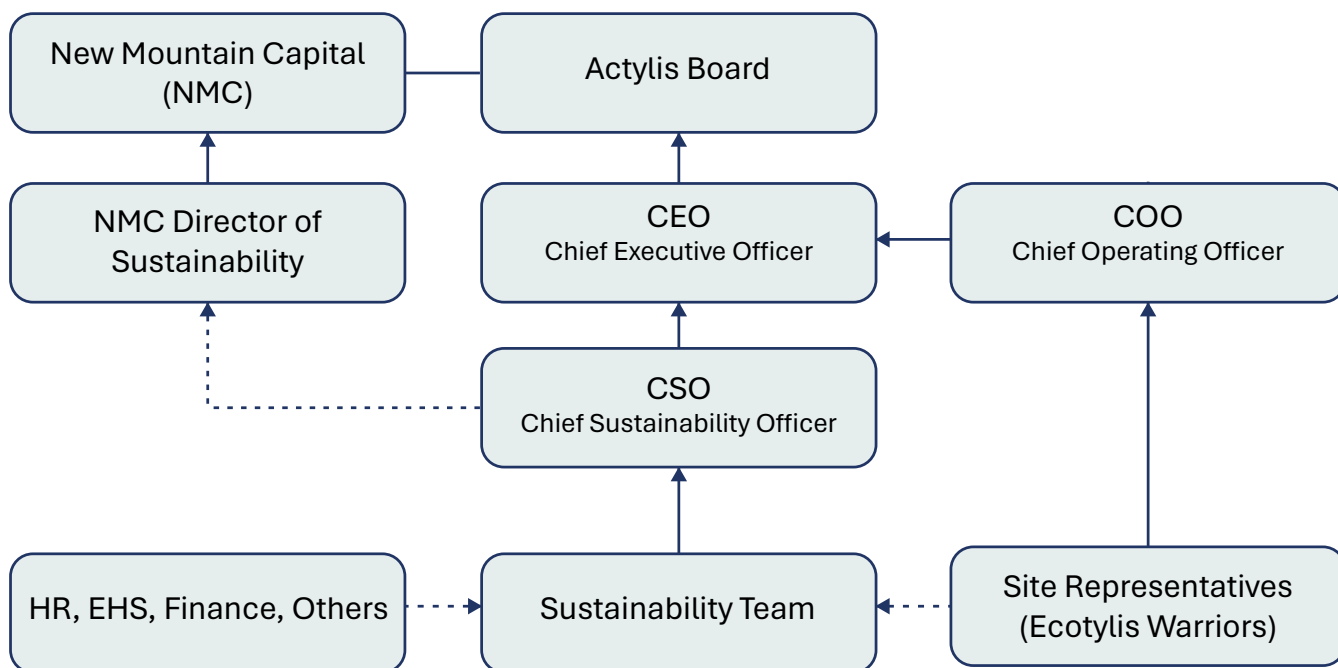
## 1.6 Significant events in 2025

- ✓ Established several strong exclusive distribution partnerships around the world
- ✓ PharmaRx integrated seamlessly into mainstream business
- ✓ Maintained Ecovadis Gold Rating for the third consecutive year. Commenced SEDEX certification process, marking the initial phase of enhancing ethical supply chain practices and transparency
- ✓ SBTi GHG emissions targets validated and approved
- ✓ SEDEX SMETA audit conducted at two sites -Actylis-Ogden & Actylis-Ahmedabad

## 1.7 Company's approach to ESG

### 1.7.1 ESG & compliance governance

At Actylis, ESG and compliance oversight is led by the Actylis Board, with execution driven by the CEO, CSO & COO. The CSO works closely with the NMC Director of Sustainability and is supported by a cross-functional Sustainability Team and site-level representatives ("Ecotylys Warriors") as well as other relevant functions such as HR, EHS, Quality etc. This structure ensures that ESG strategy, risks, and actions are embedded across all levels and regularly reported to senior leadership.



## 1.7.2 ESG Strategy:

Our Sustainability Strategy is focused on three key areas



### 01

ENSURE ENVIRONMENTAL AND SOCIAL STANDARDS IN OUR SUPPLY CHAIN



### 02

MONITOR CARBON EMISSIONS AND REDUCE OUR CLIMATE IMPACT



### 03

CARE FOR OUR PRODUCTS' ENVIRONMENTAL FOOTPRINT

These are supported by three secondary commitments



### 04

PROTECT AND DEVELOP OUR PEOPLE



### 05




LIMIT THE IMPACT ON THE ENVIRONMENT OF OUR FACILITIES






### 06

WORK ETHICALLY

Three Key Areas:

-  **Supply Chain**
  - Ensure environmental and social standards in our supply chain
  - By the end of 2026, review the environmental practices of all key suppliers
  - By 2028, all key suppliers must operate above the acceptable level of sustainability performance
-  **Carbon Emissions**
  - Monitor carbon emissions and reduce our climate impact
  - By 2035, reduce scope 1&2 combined emissions by 63% from base year 2024 and reduce scope 3 by 38% during the same time frame, in line with the Paris agreement and SBTi target approval.
-  **Products**
  - Care for our products' environmental footprint
  - By 2028, map the environmental impact of our core product & packaging portfolio
  - By the end of 2028, perform a Life Cycle Assessment on our core product range
  - Adhere to, and exceed where possible, product regulations and customer expectations

Supported by Three Secondary Commitments:

-  **People: Protect and Develop**
  - Protect and develop our people
  - By 2028, harmonize a social standard for all employees and contract labor globally in accordance with ILO, that include zero living wage gap, high health & safety standard and improved overall well being
  - By the end of 2026, ensure all employees are educated on diversity & non-discrimination
  - Offer flexible working arrangements to all employees where appropriate
-  **Facilities**
  - Limit the environmental impact of our facilities
  - Monitor waste management and spill prevention control in line with local regulations
  - Ensure that highest levels of occupational safety standards are implemented at all locations
-  **Ethics**
  - Ensure, "Zero Incident" on ethical conduct across the company
  - Put a minimum of 95% of relevant employees through anti-corruption and anti-bribery training every year
  - Ensure a minimum of 95% of employees complete cyber security training every year and maintain "Zero Incident" on cyber security.

### 1.7.3 Supporting international guidelines and standards

At Actylis, we believe that strong governance and ethical conduct are fundamental to building a resilient and responsible business. Our operations span across multiple geographies and industries, and with that comes a responsibility to align with internationally accepted standards that promote human rights, labour fairness, environmental protection, and anti-corruption.

To guide our sustainability efforts and business practices, Actylis supports and strives to align with the following internationally recognized frameworks:

#### United Nations Global Compact (UNGC)

We support the ten principles of the UN Global Compact, which addresses human rights, labour standards, environmental protection, and anti-corruption. These principles serve as the foundation of our ESG framework and guide our decision-making across all business functions.

#### International Human Rights Frameworks

Actylis respects and promotes internationally proclaimed human rights and integrates the following key instruments into our policies and practices:

- The International Bill of Human Rights
- The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The Eight Core Conventions of the International Labour Organization (ILO), including the elimination of forced and child labour, non-discrimination in employment, and freedom of association
- Article 32 of the UN Convention on the Rights of the Child, advocating for the protection of children from economic exploitation

#### OECD Guidelines for Multinational Enterprises

These guidelines inform our approach to responsible business conduct, promoting transparency, environmental responsibility, consumer interests, and due diligence across our global supply chains.

#### OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions

We maintain a zero-tolerance approach to bribery and corruption and actively promote ethical business conduct across all levels of our organization.

These global standards are integral to our ESG journey, helping us build a culture of integrity and responsibility. They also support our ongoing efforts to meet the expectations of customers, regulators, investors, and society at large.



## 1.7.4 Contribution to the UNSDGs



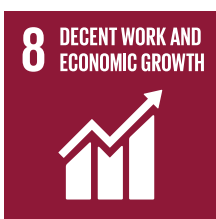
### SDG 5: Gender Equality

We are committed to building a workplace that fosters diversity, inclusion, and equal employment opportunities. Our policies emphasize gender equality in recruitment, leadership development, and workplace culture, and we continue to take steps to empower all employees regardless of gender.



### SDG 7: Affordable and Clean Energy

Actylis is implementing measures to improve energy efficiency across its operations and reduce reliance on non-renewable sources. Our facilities such as Ahmedabad, Montreal, and Eugene sites integrate modern, energy-efficient systems, and we continuously evaluate opportunities to reduce our environmental impact through cleaner energy alternatives.



### SDG 8: Decent Work and Economic Growth

We promote safe, fair, and dignified working conditions across our global operations and supply chain. By investing in workforce development, upholding labor rights, and promoting a culture of continuous improvement, Actylis fosters long-term, inclusive economic growth.



### SDG 12: Responsible Consumption and Production

Sustainable procurement, waste reduction, and product stewardship are central to our ESG commitments. Through supplier audits, product traceability, and life cycle thinking, we aim to ensure that raw materials and products are sourced and manufactured responsibly, with a strong focus on regulatory compliance and sustainable design.



### SDG 13: Climate Action

As part of our broader climate strategy, Actylis monitors and seeks to reduce greenhouse gas emissions across operations. Our achievement of the EcoVadis Gold Rating reflects our commitment to proactive climate action and environmental management.



### SDG 16: Peace, Justice, and Strong Institutions

Ethical conduct and compliance are foundational to our governance structure. We maintain strict anti-corruption practices, a whistleblower protection mechanism, and robust internal controls to ensure transparency and accountability across all business dealings.



### SDG 17: Partnerships for the Goals

Actylis believes in the power of collaboration. We work closely with customers, suppliers, NGOs, and industry peers to build sustainable supply chains, share best practices, and drive collective progress toward the SDGs.



### 1.7.5 Membership of associations

Actylis is committed to collaborating with industry peers, regulatory bodies, and non-profit organizations to promote responsible business practices, sustainability, and innovation. Our active membership in leading industry associations helps us stay aligned with evolving standards, share knowledge, and contribute to shaping a more sustainable future. We are proud members of the following organizations:



#### RSPO (Roundtable on Sustainable Palm Oil)

Supporting the development and use of sustainable palm oil through responsible sourcing and supply chain transparency.



#### SOCMA (Society of Chemical Manufacturers and Affiliates)

Engaging in advocacy, education, and best practices within the specialty chemical industry to enhance operational excellence and compliance.



#### REACH

REACH regulations, primarily the EU’s REACH regulation, aim to protect human health and the environment from the risks posed by chemicals by better identifying and managing those risks. This is achieved through registration, evaluation, authorization, and restriction of chemical substances.



#### ECOVADIS

In addition to our certifications, Actylis’ ESG performance is independently assessed by EcoVadis. 2025, Actylis was awarded a Gold Medal third time in a row, ranking in the 97th percentile with a score of 81.

ECOVADIS SCORES	2025	2024	2023	2022
Overall Score	81/100	78/100	70/100	52/100
Performance	97th Percentile	97th Percentile	93rd Percentile	57th Percentile
Medal	Gold Medal	Gold Medal	Gold Medal	Bronze Medal



#### CDP (Carbon Disclosure Project)

In 2025 Actylis has a Water Security score of C and a Climate Change score of C, as assessed by the CDP, a non-profit organization that promotes environmental transparency, focusing on climate change, water security, and deforestation.



#### Science Based Targets

Targets validated and approved. Validation Statement: ACETO US LLC dba ACTYLIS commits to reduce absolute scope 1 and 2 GHG emissions 63.0% by 2035 from a 2024 base year. ACETO US LLC dba ACTYLIS also commits to reduce absolute scope 3 GHG emissions 37.5% within the same timeframe.

## 1.7.6 ESG stakeholders

### 1.7.6.1 Mapping main ESG stakeholders

#### 1. Customers

Our customers, across pharmaceutical, biopharmaceutical, nutrition, cosmetics, specialty chemicals, and agriscience sectors, are increasingly focused on sustainable sourcing, regulatory compliance, and ethical business practices. We engage regularly to align on ESG expectations, and supply chain transparency.

#### 2. Suppliers & Business Partners

We collaborate with a global network of manufacturers and partners to ensure that ESG principles are embedded throughout our supply chain. This includes supplier assessments, sustainability audits, and long-term relationship building based on shared value.

#### 3. Financial Institutions

We maintain transparent communication with financial stakeholders, including investors and private equity owners, such as New Mountain Capital. We report on ESG performance, risk management, and compliance, contributing to long-term value creation.

#### 4. Employees

Our people are at the heart of our operations. Through internal communication, training programs, engagement surveys, and development initiatives, we foster a workplace culture that emphasizes safety, inclusion, and shared responsibility for ESG goals.

#### 5. Governance, Regulatory & State Authorities

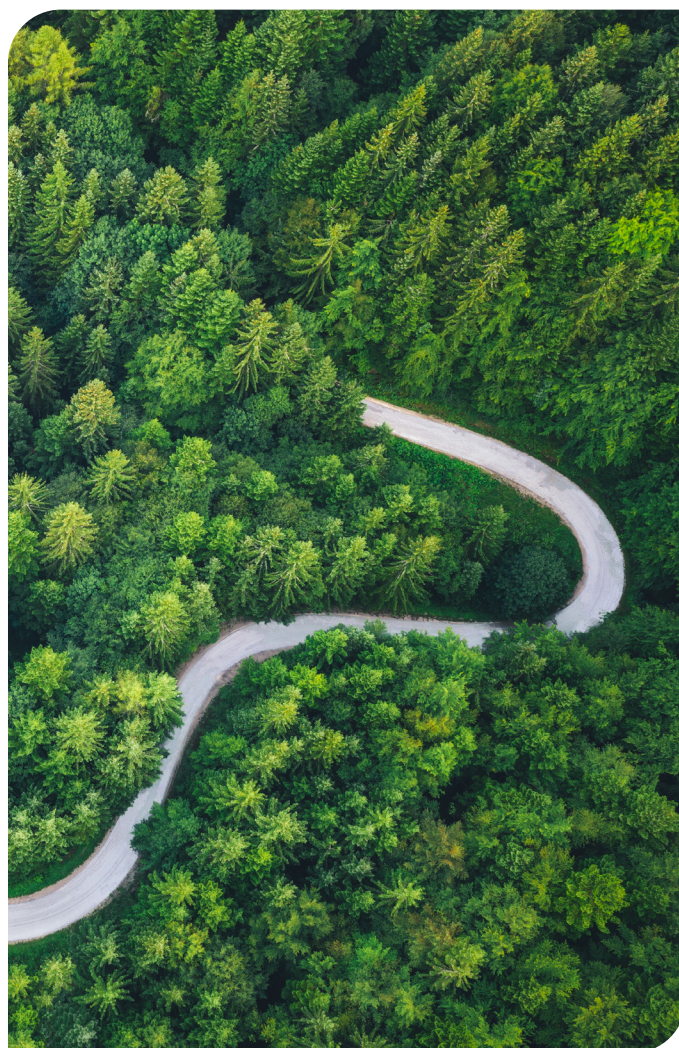
We adhere to all applicable laws and regulations across jurisdictions. We also engage with government bodies, industry regulators, and standard-setting organizations to ensure ethical governance and proactive compliance in areas such as environmental standards, labour practices, and anti-corruption.

### 1.7.6.2 Management of the supply chain

#### Supplier Performance Management (SPM)

Overall supply chain and the supplier performance is a mission critical element in the business operations at Actylis. In 2025, Actylis sourced products from over 40 countries and 1100+ suppliers. To manage at this scale, Actylis has a robust Supplier Performance Management (SPM) program in place, that helps in identifying key long-term supplier partners and improving overall supply chain performance.

This SPM was institutionalized in 2021 and has a score card along with review questionnaire that includes general performance areas in global chemicals supply industry. Score card includes 6 level1 scoring parameters and 15 level2 categories around cost, quality, logistics, service level, risk, and innovation. Based on the scorecard, suppliers are categorized as Gold, Silver, Bronze, and Exit. This provides a clear understanding of the supplier landscape with its impact on the company's supply chain.

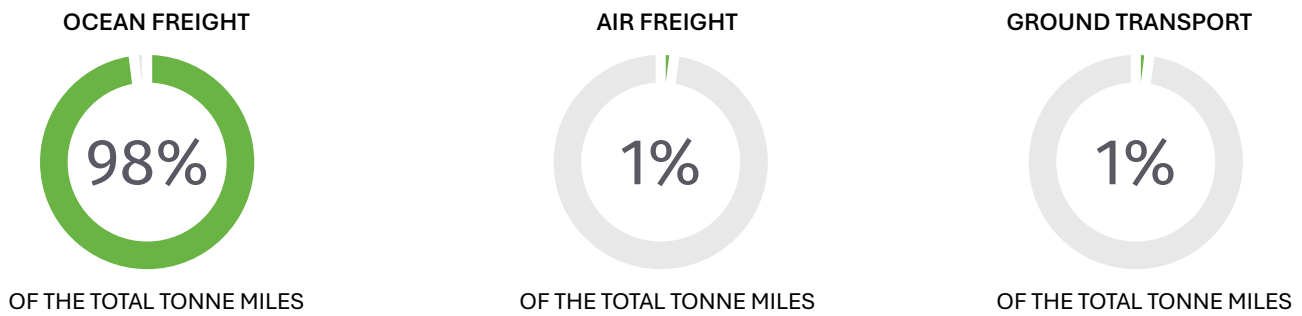


## Supply Chain Sustainability Management

Actylis in 2023, also started evaluating its top suppliers on their sustainability practices. As a part of this process, in 2025, over 130 top suppliers have signed the supply agreement and/or exclusive distribution partnership that has sustainability clauses included in it. Also, over 500 suppliers have signed the supplier code of conduct (responsible procurement charter).

In addition, Actylis conducted a robust supplier assessment process that included questionnaire-based evaluation followed by a supplier site audit. Over 120 top suppliers were assessed through this process and risk profile developed that would lead to supplier education to enhance their sustainability practices towards decarbonization.

Of the top suppliers assessed, over 53% had environmental certification (ISO14001 or equivalent) while near 56% had social certification (ISO45001 or equivalent).



As evident from the scale of distribution business, Actylis' movement of goods from different parts of the world has significant impact on the environmental sustainability. At Actylis, the transportation of goods is tightly and efficiently managed in order to minimize any adverse impact to the planet. Over 98% of total ton-miles movement is done through ocean freight, the least polluting mode of transportation. Actylis works with major shipping lines that are committed to reducing their GHG emissions.



# 1.8 Materiality analysis

Actylis' sustainability strategy has been built on key environmental, social, and societal topics that we identified through extensive research and engagement with our employees, suppliers, and customers. Our stakeholders have helped us identify the most substantive topics for us to address, which have been categorized under five core areas of focus. Materiality is a core principle that guides our sustainability reporting by identifying which environmental, social, and governance (ESG) topics are most relevant to Actylis and our stakeholders. In determining these priorities, we considered both internal and external factors that shape our impact and long-term success.

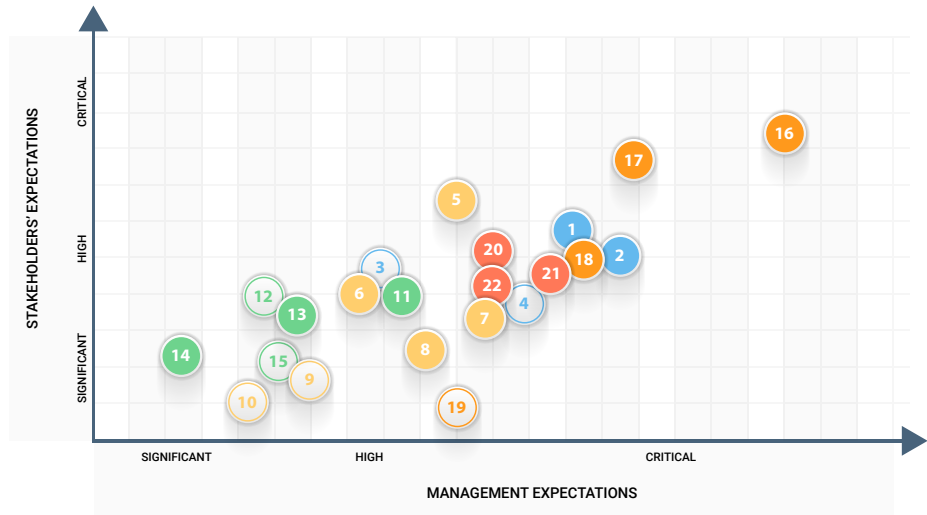
## Internal Factors

Internal factors include our core values, business strategy, code of conduct, risk management systems, and existing quality, environmental, health and safety, and compliance frameworks.

## External Factors

External factors include applicable legal requirements, the Global Reporting Initiative (GRI) Standards, stakeholder expectations gathered through direct engagement, ESG rating agency frameworks, and issues emphasized by regulatory and financial partners.

Our 2024 materiality matrix outlines the ESG issues that are currently most important to Actylis and their potential impact on our operations and reputation. This process forms the foundation of our sustainability strategy and disclosure priorities.



### GOVERNANCE

- 1. Business Integrity\*
- 2. Ethics\*
- 3. Data Safety & Privacy
- 4. Sound Governance



### PEOPLE

- 5. Occupational Health & Safety\*
- 6. Wellbeing\*
- 7. Diversity & Equal Opportunities\*
- 8. Talent Attraction & Retention\*
- 9. Social Relation Management
- 10. Local Communities



### PLANET

- 11. Waste Management & Spill Prevention in Facilities\*
- 12. Consequences of Climate Change
- 13. Energy Consumption & GHG Emissions\*
- 14. Sustainable Packaging\*
- 15. Water Use



### PRODUCT

- 16. Product Quality\*
- 17. Product Safety\*
- 18. Environmental Impact of Products\*
- 19. Responsible Marketing



### SUPPLY CHAIN

- 20. Human Rights in the Supply Chain\*
- 21. Environmental Impact of Manufacturing\*
- 22. Environmental Impact of Raw Materials\*

\* A KEY AREA OF FOCUS

Actylis follows a structured three-phase process to identify and prioritize material sustainability topics. First, we assess key challenges through peer benchmarking, regulatory reviews, and stakeholder input. These are rated and validated by leadership to create a materiality matrix. Next, we evaluate the maturity of our actions, benchmark against peers, and define short- and long-term objectives with KPIs. Finally, we develop a communication plan to share our strategy with stakeholders and engage employees.

# 1.9 Risk factors and management approach

## 1.9.1. Process of managing risks

Actylis follows a structured and proactive approach to risk management to protect its operations, stakeholders, and long-term business continuity. The process is built around four key stages:

### 1. Identification & Assessment

Risk identification and assessment are conducted at both the corporate and site levels. Business units and functional teams assess risks relevant to their operations, supported by corporate risk management functions as needed.

### 2. Internal Reporting

High-priority risks are escalated regularly to:

- The Global Leadership Team, which validates mitigation strategies
- The Board of Directors or relevant board committees for oversight

### 3. Implementation

Each department or functional team is accountable for implementing approved mitigation measures, with support from corporate teams to ensure consistency and effectiveness.

### 4. Continuous Improvement

Risk mitigation efforts are regularly reviewed to identify improvement opportunities and strengthen resilience against emerging threats.

## 1.9.2. Uncertain global economic environment

RISK CATEGORY	DESCRIPTION & ACTYLIS' MANAGEMENT APPROACH
Regulatory (Current)	<p>Actylis operates in a highly regulated environment, especially in pharma and life sciences. Regulations such as the EU Plastic Tax (e.g., Spain, Italy, UK, Q1 2023) require us to track non-recyclable plastics per shipment. We work closely with suppliers to ensure compliance.</p> <p>Compliance with the UK Modern Slavery Act by reinforcing supplier due diligence and promoting ethical labour practices across its global supply chain.</p>
Regulatory (Emerging)	<p>Policies like the EU maritime transport emissions reduction mandate (2025–2050) may raise future shipping costs. Actylis is proactively monitoring these regulations to mitigate cost and carbon risks.</p> <p>CBAM has become compulsory in 2026, requiring compliance with carbon reporting and payment obligations, with penalties imposed on Actylis if not adhered to.</p>
Technological	<p>We invest in energy-efficient technologies, green chemistry, and digital transformation. In 2025, 42% of our electricity came from renewable sources; we aim to reach 80% by 2030. We also encourage top suppliers to decarbonize.</p>
Legal & Compliance	<p>We are exposed to regulatory risks across formulation, labelling, storage, and safety. Global operations require rigorous monitoring of changing legal landscapes. Cross-functional teams ensure compliance with REACH, FDA, GMP, and other international mandates.</p>
Market	<p>Climate-related disruptions impact raw material availability. For instance, warming oceans are reducing fish oil supply, affecting our nutraceutical offerings. Similarly, many nutraceutical ingredients come from plants and herbs, which are vulnerable to climate shifts. Changes in temperature, rainfall, and soil conditions can reduce crop yields and alter the potency of active compounds. We diversify sources and use analytics to anticipate and mitigate disruptions.</p>
Reputational	<p>Multinational customers expect ESG alignment. Failure to meet these expectations risks contract losses. We maintain EcoVadis Gold (97th percentile) and ensure supply chain compliance with our Code of Conduct.</p>
Acute Physical	<p>Natural disasters such as the recent southern California wildfires or 2023 tornados in the US mid-west or the Panama Canal drought that began in late 2022 and by January 2024 was described as the worst in the canal's history, disrupt operations and logistics. We build redundancy into supply chains and ensure emergency preparedness at site-level.</p>
Chronic Physical	<p>Long-term climate trends and fossil fuel restrictions affect raw materials. For example, crude derivatives used in specialty chemicals may face future limitations. We are exploring bio-based and circular alternatives.</p>

### 1.9.3 Cybersecurity

Company policies and procedures are in place to secure the network to prevent any breaches via hacking. In addition to the policies and procedures, it is also the Company policy to perform periodic PEN tests to ensure the safety and soundness of the network infrastructure. To that effect Actylis in 2024 commissioned a cyber security risk assessment and audit by an external third party. This continues into 2025 and significant progress has been made to insulate the IT infrastructure & data privacy from any external threats.

IT or facility team ensures that employees have received role-based cyber security training applicable to their responsibilities on a regular basis before obtaining access to the critical cyber systems. All the employees are expected to complete the training before the due date.

Any employee who becomes aware of any violation or suspected violation of this policy must inform the VP, Global IT Operations, the Actylis IT department or the local General Manager (for foreign entities).

### 1.9.4 Ability to attract and retain talents

The continued success of Actylis is fundamentally reliant on the deep expertise and specialized knowledge of our workforce across distribution business, manufacturing, and supply chain services. Our ability to attract, retain, and continuously develop highly skilled employees and leaders is essential to maintaining operational excellence, driving sustainable growth, and achieving our strategic objectives. A failure to effectively manage talent acquisition, retention, or skills development could adversely affect Actylis' operations, revenue, and overall business performance.

#### Management Approach

Actylis implements a structured approach to succession planning, leadership development, and talent management. Through formal Development & Goals discussions, we identify and support individual career growth opportunities aligned with our operational needs. We are committed to promoting employee well-being and maintaining high levels of engagement through regular feedback initiatives, including employee opinion surveys, to cultivate a resilient, motivated, and future-ready workforce.

### 1.9.5 Complex regulatory and compliance environment

#### Risks and Opportunities

Actylis operates within a highly regulated global environment encompassing the pharmaceutical, life sciences, cosmetics, nutrition, and specialty chemical sectors. Each of these industries is subject to a complex, evolving landscape of local, regional, and international regulations, including Good Manufacturing Practices (GMP), chemical registration frameworks such as REACH, product safety laws (e.g. Material Safety Data Sheet), and regulatory requirements from agencies such as the FDA. Additionally, we must ensure compliance with environmental, health and safety (EHS), labor, trade, and anti-bribery laws across key jurisdictions including the U.S., European Union, China, and other global markets.

Emerging regulatory frameworks—such as plastic taxation initiatives in Europe, carbon emissions regulations for shipping, and evolving raw material certification standards (e.g., organic, Halal, Kosher)—create both challenges and strategic opportunities for Actylis. These include:

- Increased operational costs associated with heightened compliance demands,
- Potential supply chain disruptions during regulatory transitions,
- Reputational risks if suppliers or manufacturing sites fail to meet required standards,
- Opportunities to strengthen Actylis' market position through leadership in transparent, sustainable, and compliant business practices.

Failure to maintain compliance could result in regulatory investigations, financial penalties, or reputational harm, particularly given the expectations of our multinational customer base for full ESG alignment across supply chains. Actylis' proactive approach to regulatory changes enables us to manage risks effectively while also positioning ourselves as a trusted, responsible partner.

## Management Approach

Actylis is committed to upholding the highest standards of regulatory compliance through a proactive and structured framework:

- **Certified Quality Systems:**

All relevant Actylis sites operate under ISO 9001:2015 certification and comply with Good Manufacturing Practice (GMP) and Global Supply Chain best practices & guidelines, ensuring the integrity of our manufacturing and distribution processes.

- **In-house Regulatory Expertise:**

Our global regulatory team, with over 70+ years of collective experience, provides deep expertise across international frameworks, including FDA, EMA, REACH, EPA/TSCA, OSHA, and CSAR regulations.

- **Business Unit-Specific Compliance:**

Each Actylis facility operates under rigorous, sector-specific standards. For example, our Ogden site complies with NSF/GMP requirements, while our Buffalo site specializes in ISO-certified phosphate esters production.

- **Supply Chain Transparency:**

We maintain robust supplier management through audits, sustainability declarations, and quality agreements to ensure full traceability and compliance throughout the supply chain.

- **Continuous Improvement and Risk Mitigation:**

Actylis actively monitors emerging regulatory trends—such as climate-related shipping regulations—and implements adaptive measures, including buffer inventory strategies, secondary sourcing, and strategic collaboration with customers and suppliers.

- **Code of Conduct and Training:**

We are enhancing our Code of Conduct and Compliance Framework, introducing expanded training programs and mechanisms for reporting concerns, to reinforce a culture of ethical and compliant business practices across our operations.



# 1.10 Business ethics and compliance

## 1.10.1 Ethics and compliance risk assessment

In 2023, Actylis conducted a structured ethics and compliance risk assessment (corruption risk) in order to strengthen our proactive approach to identifying and managing potential corruption risks across our global operations and supply chain. This initiative builds on our commitment to maintaining the highest standards in ethics, product safety, regulatory compliance, and responsible sourcing—especially as regulatory demands and stakeholder expectations continue to grow. The assessment covered global operations including customers and suppliers’ geographies. The assessment was conducted using guidelines established by leading global anti-corruption coalitions including - Transparency International ([www.transparency.org](http://www.transparency.org)) and United Nations Global Compact ([www.unglobalcompact.org](http://www.unglobalcompact.org)).

### Assessment Scope and Process

Our risk review process includes:

#### Internal Compliance Risk Survey

The assessment was done through an internal questionnaire-based survey distributed across departments and covered –

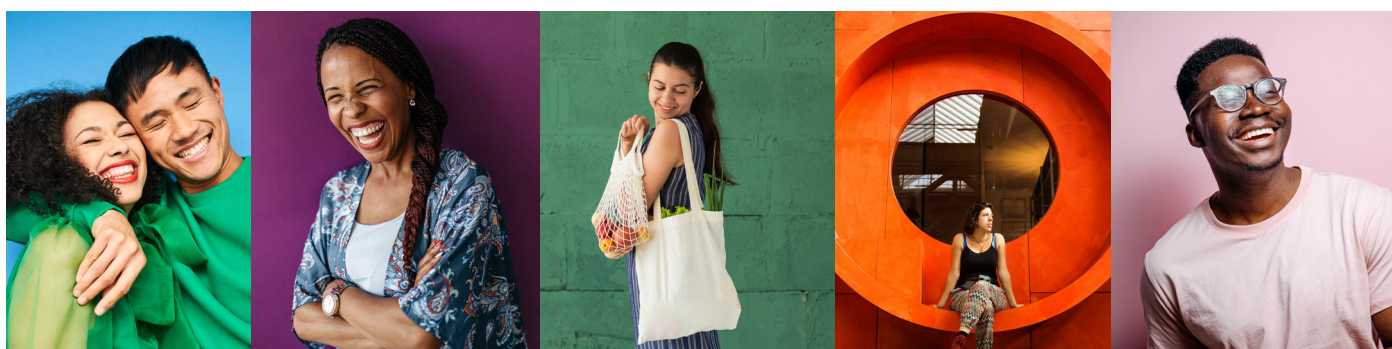
- Overall risk including policies, procedures, controls, and management oversight
- Country specific risk including geographies of own operations, customers, and suppliers
- Anti-corruption policy
- Anti-corruption training program
- GHE (Gifts, Hospitality, and Entertainment) transactions and tracking

#### Code of Conduct Integration

Risk awareness modules were embedded in Actylis’ Code of Conduct training, emphasizing issues such as corruption, fair competition, and responsible engagements.

#### Data & Incident Review

Whistleblower reports and audit results were analysed monthly to identify recurring themes or emerging concerns requiring focused attention. There were zero incidents identified, and the risk appeared to be low-to-medium with a reasonably strong controls mechanism in place spanning policies, procedures, internal & external controls, and management & board oversight.



### 1.10.2 Ethics and compliance framework

At Actylis, ethics and integrity are at the core of how we conduct business. Our Code of Conduct establishes clear expectations for responsible behaviour across the organization and serves as a foundation for maintaining trust with all our stakeholders.

The Code of Conduct is designed to:

- Promote honest, ethical, and fair business practice
- Encourage early reporting of concerns or potential violations through confidential, accessible channels
- Foster individual accountability at all levels of the organization
- Protect Actylis' business interests, assets, and sensitive information
- Deter misconduct and strengthen a culture of compliance and integrity

The Code is reinforced by detailed policies and directives covering critical areas such as:

- Anti-bribery and anti-corruption practices
- Data privacy and cybersecurity
- Conflict of interest and trade compliance
- Whistleblower protections and procedures

#### Approval and Oversight

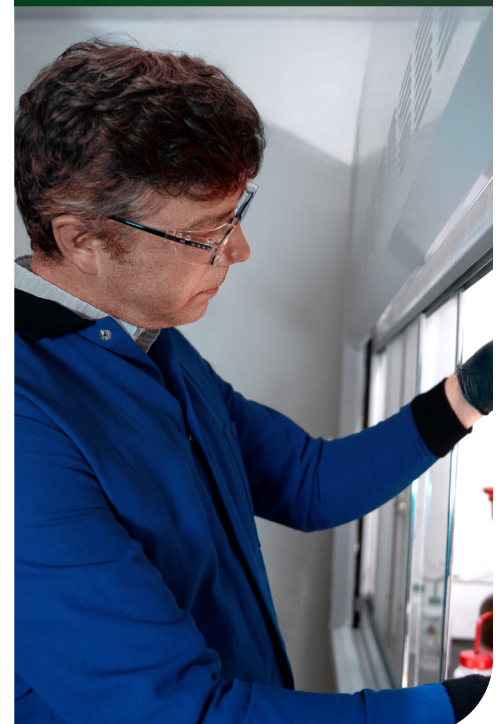
- The Code of Conduct and associated policies are reviewed and approved by the Board of Directors and Management Team
- Functional leaders are responsible for communicating, training, and implementing the Code across all business operations

### 1.10.3 Ethics and compliance training and communication

At Actylis, maintaining a strong culture of ethics and regulatory compliance is a fundamental priority. To support this, all relevant employees are required to complete mandatory Ethics and Compliance training on an annual basis. This training is essential for employees in key operational and functional areas, including Sales, Procurement, Logistics, Quality, EHS and Finance.

#### Training and Communication Oversight:

- Completion rates are systematically tracked and reviewed through internal management reporting structures.
- Actylis discloses training completion metrics publicly through our ESG Data Sheet, reinforcing our commitment to transparency, continuous improvement, and accountability to stakeholders.



#### 1.10.4 Monitoring activities

- Global anti-corruption policy, business code of conduct, and procedures
- Anti-corruption training for employees globally in key risk functions
- Global whistleblower hotline with monthly reporting
- Annual anti-corruption audits
- Overall risk including policies, procedures, controls, and management oversight
- Country specific risk including geographies of own operations, customers and suppliers
- GHE (Gifts, Hospitality, and Entertainment) transactions and tracking

#### 1.10.5 Whistleblowing mechanism

At Actylis, we foster a transparent, speak-up culture where employees are empowered to raise concerns in good faith - without fear of retaliation. Our global whistleblowing channels are confidential, easily accessible, and closely monitored. Reports are assessed and investigated by Compliance or HR teams, with senior leadership overseeing the process to ensure alignment with legal standards and stakeholder expectations.

- Our Ethics & Compliance Framework is designed to:
  - Promote honest, ethical conduct and resolve conflicts of interest
  - Encourage early identification of ethical concerns
  - Enable timely internal reporting of suspected violations
  - Protect confidential business information
  - Deter misconduct and uphold personal accountability

# 2 | Governance



## 2.1 Board of Directors

The Actylis Board of Directors provides strategic oversight and ensures accountability across financial, operational, and sustainability matters. It works closely with the executive team to guide long-term goals, monitor business risks, and uphold ethical standards.

Key responsibilities include appointing executive leadership, reviewing financials, overseeing ESG initiatives, and ensuring compliance in regulated markets. Conflicts of interest are managed through formal disclosure processes.

Board members are selected for their diverse expertise in pharmaceuticals, life sciences, and global supply chains, supporting Actylis' mission of sustainable and responsible growth.

### ACTYLIS BOARD OF DIRECTORS

MEMBER	NATIONALITY	GENDER	ROLE	EXPERIENCE SUMMARY
Rakesh Sachdev	USA	♂	Chairman of the Board	Former CEO of Platform Specialty Products and Sigma-Aldrich. Brings decades of executive experience in specialty chemicals, M&A, and global operations. Also serves on boards of Edgewell and Axalta.
Salvatore Guccione	USA	♂	Board Member	Executive Advisor to New Mountain Capital. Former President & CEO of Actylis (Aceto). Offers over 30 years of leadership in strategic planning, M&A, and executive finance across pharma and chemicals.
Lori Koch	USA	♀	Board Member	CEO of DuPont and former CFO. Expert in corporate finance, strategic transformation, and driving profitability in complex global organizations.
Chris O'Connell	USA	♂	Board Member	Former CEO of Waters Corporation and executive at Medtronic. Brings deep operational, commercial, and innovation leadership across life sciences and medical technology.
Frank Bergonzi	USA	♂	Board Member	Former CEO of Azelis Americas and KODA Distribution. Over 34 years of experience in specialty chemical distribution, with strong credentials in M&A and operational leadership.
Charles Kummeth	USA	♂	Board Member	President & CEO of Bio-Techne. Previously held senior roles at Thermo Fisher and 3M. Brings a proven track record in scaling life sciences companies and driving global growth.

## 2.2 Management Team

### ACTYLIS MANAGEMENT TEAM

MEMBER	NATIONALITY	GENDER	ROLE	EXPERIENCE SUMMARY
Scott Thomson	USA	♂	Chief Executive Officer	Appointed in June 2024. Brings over 30 years of leadership experience in the pharmaceutical and chemical industries, including roles at SPI Pharma and BASF. Holds an MBA from NYU Stern School of Business and a B.S. in Chemical Engineering from Rensselaer Polytechnic Institute.
Eric Gaertner	Germany	♂	Chief Operating Officer	Oversees global manufacturing, supply chain, EHS, IT, and regulatory functions. Known for leading large-scale operational transformations at companies like Beckers Group, Meyle AG, and Evonik. Holds degrees in Electrical Engineering and Business Administration from Technical University Darmstadt.

CONT>

## ACTYLIS MANAGEMENT TEAM

MEMBER	NATIONALITY	GENDER	ROLE	EXPERIENCE SUMMARY
Lauren Seufert	USA	♀	Chief Strategy Officer	Joined in September 2024. Brings a global business background in specialty and industrial chemicals, with experience at BASF, Nalco, and Ashland. Also founded her own international consultancy. Holds an MBA from Seton Hall University and a B.S. in Chemical Engineering from the University of Virginia.
Keith Wilkinson	USA	♂	President, Specialty Chemicals	Joined Actylis in 1990. Leads Specialty Chemicals business globally. Has been instrumental in Actylis' strategic push in the specialty chemical arena in Europe since 2010. Graduated with a bachelor's degree in chemistry from the University of Delaware.
Damien O'Rourke	Canada	♂	President, Global Pharma and Ag Life Sciences	Joined Actylis in April 2021 through the acquisition of A&C. Appointed President in January 2022. Brings over a decade of leadership in GMP manufacturing and excipient innovation. Holds a degree in Marine & Plant Engineering from CIT (MTU) and completed the Executive Development Course at McGill Executive Institute.
Mark Bostel	USA	♂	President, Global Nutrition & OTC	Joined Actylis in 2024 through the acquisition of Pharm-Rx. Brings deep experience in the Dietary Supplement and Fine Chemical industries. Holds a bachelor's degree with majors in International Finance, Marketing, and Accounting from the University of Miami and pursued a master's in financial accountancy from Rutgers University.
Varun Vijay Rao	USA	♂	Chief Supplier Management Officer & Chief Sustainability Officer	Joined in November 2020. Oversees Actylis' supplier management organization, including sourcing offices in India and China. Background in Engineering, Marketing, Strategy, Procurement, Sales, and General Business Management. Holds a BS in Mathematics & Physics from Elon University and a master's in mechanical engineering from North Carolina State University.
John Elliot Simpkins	USA	♂	Chief Human Resources Officer	Joined in August 2019. Brings over 25 years of executive Human Resources experience. Previously served as Executive Vice President and CHRO at Drive Medical and held various HR leadership roles at Henry Schein, Inc. Holds degrees in Political Science and Communications from St. John's University and is SHRM-SCP certified.
Trae Etre	USA	♂	Chief Financial Officer	Trae Etre is a strategic Finance Executive and CPA with extensive experience in the specialty chemicals distribution sector. As CFO for Azelis Americas, he drove strong growth, led multiple acquisitions including LATAM expansion, supported the 2021 IPO, and led finance transformation initiatives to improve efficiency and value creation.

## 2.3 Delegation of Authority

Actylis maintains formal delegations of authority to ensure clear accountability, effective risk management, and strong internal controls that help prevent fraud and errors.

# 3 | Social Aspects



## 3.1 Company's workforce

### 3.1.1 Management approach

We consider our people our most important asset - they are what make Actylis what it is. We are committed to their security and safety and will implement a number of initiatives that will target the social, mental, societal and developmental aspects of their wellbeing.

### 3.1.2. General Information: Workforce data



# 763

Individuals were employed by Actylis in the year 2025



**Women represented 35.9%** of the employees in 2025 (vs. 35.6% percent in 2024).

**Women represented 28.25% percent of the managers and 37.8% percent of the non-managers** in 2025 (vs. respectively 26% percent and 38% percent respectively in 2024).

EMPLOYEES	2025	2024	2023
Men	489	469	480
Women	274	259	248
<b>Total</b>	<b>763</b>	<b>728</b>	<b>728</b>

EMPLOYEES BY CATEGORY	2025	2024	2023
Manager	179	147	139
Non-Manager	584	581	589
<b>Total</b>	<b>763</b>	<b>728</b>	<b>728</b>

EMPLOYEE (PERMANENT) TURNOVER 2024 (%)	2025	2024	2023
<b>Total Turnover Rate</b>	<b>16.08%</b>	<b>22.3%</b>	<b>21.7%</b>
<b>Turnover by Gender</b>			
Male	66.7%	16.1%	16.3%
Female	27.3%	6.2%	5.4%
<b>Turnover by Region</b>			
North America	18.6%	10.9%	9.5%
Europe	13.2%	3.2%	3.4%
Asia	15.2%	8.2%	8.8%

### 3.1.3. Training and performance

One of the fundamental aspects of talent management within Actylis is training. The e-learning platforms, plays a key role in supporting employees’ professional development.

TRAININGS	2025	2024	2023
Employee Training on Anti-Corruption (% Complete)	96%	95%	95%
Employee Training on Cyber Security (% Complete)	99%	95%	94%
Career development program (Avg. hours of training per employee)	9.3	12.1	na*

\* Data not available due to change in measurement system.

#### Programs for upgrading employee:

At Actylis, we are committed to building a culture of continuous learning and professional growth. Our structured programs—such as the Performance Appraisal Policy, Performance Gap Review Policy, and Career Framework—enable regular performance evaluations, identify skill gaps, and support clear career progression.

In 2023, we implemented the SuccessFactors platform to align performance appraisals and employee career development & upgrade activities at a global level, ensuring transparency, consistency, and fairness across all regions. These initiatives empower our workforce, strengthen engagement, and build long-term capabilities aligned with individual aspirations and Actylis’ sustainability goals.

### 3.1.4. Occupational health and safety

Our corporate EHS policy and Labor & Human Rights Policy along with the local employee handbooks include clear provisions on health and safety.

In our manufacturing and warehousing facilities - where operational risks are higher, we apply the hierarchy of controls to minimize exposure to hazards. This includes prioritizing hazard elimination and substitution where feasible, implementing engineering and administrative controls, and ensuring the proper use of Personal Protective Equipment (PPE).

We reinforce these measures through Hazard and Operability Study (HAZOP) and Job Hazard Analysis (JHA), job observations, proactive hazard and near-miss reporting, regular employee training based on the hazard exposure groups, and regular EHS audits and inspections to drive continuous improvement and risk reduction.



OCCUPATIONAL HEALTH AND SAFETY - KPI'S	2025	2024	2023
Lost Time Incident Rate (LTIR)	1.35	0	0.73
Lost Time Incident (LTI)	5	0	4
Total Recordable Incident Rate (TRIR)	2.69	0.51	1.81
Medical Treatment Case (MTC)	5	2	6
Fatality rate	0	0	0
Employee Training on Health & Safety	91%	90%	66%
Management Visits	94	59	41
ESH Audit & Inspections	475	663	100

Actylis' Ahmedabad manufacturing site is certified to ISO 14001 and ISO 45001. Across all sites, Occupational Health and Safety and Environmental management systems have been implemented in alignment with the principles and requirements of ISO 45001 and ISO 14001.

**Actylis leverages the Velocity EHS Management System to strengthen our commitment to occupational health and safety across global operations.**

This centralized platform enables consistent tracking of key EHS and sustainability KPIs, incident and risk management, audits, inspections, and regulatory compliance. Its modular structure—including action management, near-miss reporting, and region-specific compliance tools—supports proactive safety culture and continuous improvement. With mobile access, multilingual functionality, and real-time dashboards, the system enhances visibility and accountability, contributing to safer, more sustainable workplaces.

**3.1.5. Diversity and equal opportunity**

Actylis is committed to fostering a diverse, inclusive, and respectful workplace that provides equal opportunity for all. As outlined in our Global Labor & Human Rights Policy, we are an equal opportunity employer and do not tolerate any form of discrimination, harassment, or retaliation.

This commitment applies to all employment practices, including recruitment, hiring, training, promotion, compensation, and termination, and extends across all levels of the organization and geographies in which we operate.

**Policy Framework**

Actylis' global policy explicitly prohibits discrimination and harassment on the basis of any protected characteristics, including but not limited to:

- Race, colour, and national origin
- Gender, gender identity, and sexual orientation
- Religion, age, disability, and veteran status
- Pregnancy, childbirth, or related medical conditions
- Marital status, citizenship, and other categories protected by law

This includes protection from both direct and perceived discrimination, as well as association-based bias.

### 3.1.6. Labour/management relations

Actylis respects employees' rights to freedom of association and collective bargaining. Employees may join, form, or decline to join labor unions without fear of retaliation. Where collective negotiations occur, we maintain constructive dialogue with employee representatives.

Currently, no Actylis entity is covered by a collective bargaining agreement. Employee relations are governed by our Code of Conduct, local handbooks, and applicable laws.

We provide reasonable notice of significant operational changes as required by legislation. Actylis operates globally as an equal opportunity employer under "at-will" contracts where applicable.

### 3.1.7. Remuneration principles and process

Actylis' employee remuneration policy essentially focuses on attracting, retaining, and motivating employees while ensuring fairness and compliance with the local and international labor laws. Key objectives on the policy include –

- **Ensure fairness and competitive compensation**
- **Align pay with the business goals and employee performance**
- **Maintain transparency and legal compliance**

Key policy statement includes – "Actylis recognizes the importance of providing fair wages to all its employees, direct as well as the contract employees and is committed to a fair pay for all. We offer our employees living wages and benefit packages that are comparable for our industry, and in line with respective local labor markets and laws. We ensure employees have work hours that are compliant with all applicable legal regulations. In addition, we strive to provide our employees with opportunities to broaden their skills through training and professional development programs".

Actylis being a global organization, while the pay structure for full-time employees is largely determined by local country and region-specific regulations and the competitive wages landscape, it is broadly structured around –

- **Base Salary (fixed annual or monthly compensation)**
- **Variable Pay (bonuses, incentives, or profit-sharing)**
- **Benefits & Perks (health insurance, retirement plans, paid time off, parental leave, flexible work hours, remote working, etc.), and**
- **Equity Compensation (as applicable).**

Pay grades and bands are based on job roles, seniority, and experience with defined minimum and maximum salaries for each pay grade.

Actylis has performance-based remuneration policy and includes –

- **Set key performance indicators (KPIs) for incentives**
- **Link bonuses and salary increments to employee productivity**
- **Provide recognition rewards for outstanding contributions**

Compliance and legal considerations include –

- **Adhere to minimum wage laws and employment regulations**
- **Ensure fair pay practices and avoid discrimination**
- **Define policies for overtime and leave compensation**

At Actylis, the remuneration and compensation policy & process is regularly reviewed and adjusted by –

- **Conducting annual salary benchmarking**
- **Gathering employee feedback to improve policy and process**
- **Staying updated with industry trends and cost-of-living adjustments**

## 3.2 Contribution to local communities

### Growing a Greener Future Together

During a suppliers site visit Actylis' Shanghai team planted a ginkgo tree. The tree symbolizes Actylis' belief in spreading sustainability across our supplier ecosystem to build a better world together. As the ginkgo tree becomes leafy, it reflects the growing reach of sustainability ideas and our shared journey toward long-term positive impact.

### Building Team Spirit Through Charity Run Participation

Actylis-Dusseldorf Employees participated in the B2Run charity event, "Humans for Humans," promoting health, endurance, and team spirit. The initiative encouraged employee well-being while supporting community engagement and fostering a culture of sustainability and collaboration.



## 3.3 Employee engagement

### Earth Day: Sustainability Hub Launch

Actylis-New York launched the Sustainability page on the company's "Hub" intranet to strengthen employee engagement and provide access to sustainability resources, updates, and practical guidance for incorporating sustainable practices into daily work and home environments.

### Arbor Day: Tree Seedling Distribution

Actylis-New York celebrated Arbor Day by distributing more than 100 tree seedlings to employees, encouraging tree planting and environmental stewardship beyond the workplace. The initiative was also extended to employees in Actylis-Ogden, Actylis-Buffalo, and other locations upon request, supporting biodiversity and employee engagement across sites.

### Tree plantation SLT Team Visit:

During his visit to Actylis-Ahmedabad site, CEO Scott Thomson and the SLT team participated in a tree plantation activity to promote sustainability awareness, and leadership engagement in environmental actions.



# 4

## Environmental Aspects



## 4.1 Management approach

Our sustainability strategy and related corporate targets are focused on three key areas:

1. Ensure environmental and social standards in our supply chain
2. Monitor carbon emissions and reduce our climate impact
3. Care for our products' environmental footprint

## 4.2 Energy consumption

Energy consumption includes electricity, natural gas, propane, gasoline and diesel and other sources of energy.

Particulars (MWh)	2025	2024	2023
Total Electricity	8,340	8,962	8,350
Electricity	4,836	5,361	4,937
Renewable Electricity	3,504	3,601	3,413
Natural Gas	16,154	13,530	13,466
Diesel	89.1	35.5	86.4
Propane and Other	-	-	0.11
Fugitive Refrigerants (tCO <sub>2</sub> e)	64.4	104	109

Note: At Actylis, in 2025, over 42% of the electricity consumed globally came from the renewable (green) sources.

### Enhancing Energy Efficiency through QC

#### Laboratory HVAC Modernization

Actylis-Montreal upgraded the HVAC system in its Quality Control (QC) Laboratory to enhance energy efficiency, improve environmental control, and strengthen operational reliability. The modernization introduced a high-efficiency, digitally controlled solution featuring a rooftop unit with advanced dehumidification, reheat functionality, variable frequency drive (VFD), and energy saver mode, supported by digital thermostats, humidity sensors, improved ductwork, and optimized air distribution. A web-accessible scheduler was also implemented for remote monitoring and better operational control. These upgrades improved temperature and humidity stability, reduced energy consumption, and supported Actylis' broader sustainability goals related to energy management and responsible resource use.



### Smart Power Strip Distribution

Actylis-New York also introduced smart power strips, distributed alongside new laptop allocations, to reduce standby power consumption. These devices help manage energy usage of connected equipment and support energy conservation both in the office and home working environments.

### Kerosene Consumption Reduction Initiative

Actylis-Limerick initiated measures to reduce kerosene use by optimizing cleanroom temperature settings from 20–24°C to 15–20°C, with a target of 18°C.

### Automated Solar Panel Cleaning System

Actylis-Ahmedabad installed an automated sprinkler system for solar panel cleaning to increase the cleaning frequency, reduce water consumption and eliminate manual rooftop cleaning. The initiative improved safety, enhanced electricity generation yield, and supported water conservation.

### Energy Efficiency and Employee Well-being Initiatives

Actylis-Dusseldorf improved energy efficiency by installing reflective window film across office spaces. This measure helped reduce indoor heat gain, lowered office temperatures, and decreased the energy consumption of cooling units, contributing to reduced operational energy use and improved workplace comfort.

## 4.3 Water

Actylis uses exclusively water supplied by the municipality or other public or private water utilities and wastewater goes into the public sewage system.

Water consumption (Cubic Meter)	2025	2024	2023
Water Consumption	64,879	63,671	58,821

### Cooling Water Recirculation Initiative

Actylis-Eugene implemented a city water recirculation system to supply cooling water to Temperature Control Units (TCUs) in reactor operations. The system replaces single-pass usage by enabling water reuse, reducing freshwater consumption and wastewater discharge while improving operational efficiency.

### Wastewater Management Improvement Initiative

Actylis-Ogden initiated a wastewater management improvement project, beginning with the installation of a storage tank to separate solids from wastewater. As an interim solution, the collected wastewater will be transported off-site for treatment by an authorized third-party provider. This initiative aims to improve wastewater handling and reduce environmental impact.

### Zero Liquid discharge

Actylis-Ahmedabad commissioned a ZLD RO plant during late 2025 and the results will flow 2026 onwards. Through this plant, it is expected to recycle and reuse over 90% of the wastewater. While the plant has capacity to recycle 100% of the wastewater, 10% of the wastewater need to be processed through an external central ETP due to industrial zone requirement.

## 4.4 Air

### Dust Control and Prevention Measures

Actylis-Ogden implemented enhanced dust control measures, including installing new lids on containment barrels to eliminate powder blow-by and improve baghouse effectiveness. Preventive maintenance for dust collection arms and cleaning of the dust collection piping system are also being planned to maintain optimal airflow and reduce particulate emissions.

## 4.5 Emissions

Actylis reports its GHG emissions in accordance with the provisions of the Greenhouse Gas Protocol (<https://ghgprotocol.org/>)

GHG emission reduction goals are set in line with the Paris Agreement – 1.5 degree C as validated and approved by SBTi.

- SCOPE 1: All direct emissions from sources owned and controlled directly by the Group. Actylis' Scope 1 emissions are based on the Group's consumptions of natural gas and fuel, refrigerants, and fleet vehicles.
- SCOPE 2: Emissions resulting from the production of the electricity consumed by the organization. Scope 2 covers the CO2 emissions resulting from energy purchased or acquired by the Group. Actylis' Scope 2 emissions, only include the CO2 emissions resulting from the Group's electricity consumption (no steam, heat, or cooling is consumed).

All figures are in tons of CO2 equivalent (tCO2e)

GHG Inventory Breakdown	Description of Business Activities	2025	2024	2023
<b>Scope 1</b>	<b>Emissions from owned or controlled sources</b>	<b>3,194</b>	<b>2,782</b>	<b>2,956</b>
Stationary combustion fuels and equipment	Process and facility heating - Natural Gas, LDO, HDO etc	3,018	2,629	2,660
Mobile combustion fuels and vehicle emissions	Company owned trucks, buses and forklifts.	58	49	187
Fugitive emissions	Air conditioning infrastructure	118	104	109
<b>Scope 2</b>	<b>Emissions from purchased or generated electricity</b>	<b>1,766</b>	<b>2,008</b>	<b>1,771</b>
Location-based	Purchased plus generated electricity with about 40% renewable content.	1,766	2,008	1,771
Market-based	Same as Location-based, not measured separately.	-	-	-
<b>Scope 3</b>	<b>Emissions from entire value chain</b>	<b>220,688</b>	<b>183,255</b>	<b>177,193</b>
1. Purchased goods and services	Distribution business, as major contributor. Spend based emissions.	207,733	168,958	159,554
2. Capital goods	Small manufacturing footprint. CAPEX to upgrade acquired units.	1,395	1,001	2,435
3. Fuel and energy-related activities	About 0.5% of the total emissions reported.	1,610	1,062	701
4. Upstream transportation and distribution	Ton-Miles of the material transported. Includes refrigerated transportation & storage.	3,242	5,863	8,305
5. Waste generated in operations	Various Streams - solid, liquid, haz and non-haz (landfill, incineration etc.)	2,044	2,583	2,705
6. Business travel	About 0.35% of total emissions reported. Includes all global business travel.	908	667	537
7. Employee commuting	About 0.25% of total emissions reported. Includes all global locations.	555	525	508
8. Upstream leased assets	Immaterial and non-relevant to organizational boundary.	na	na	na
9. Downstream transportation and distribution	Ton-Miles of the material transported. Includes refrigerated transportation.	1,530	1,165	1,285
10. Processing of sold products	Not applicable - no visibility into the processing of sold products + diversity of products sold.	na	na	na
11. Use of sold products	Not applicable since the sold products do not consume any electricity during usage.	na	na	na
12. End-of-life treatment of sold products	No visibility into EOL treatment of sold products. Only packaging EOL emissions covered.	1,672	1,430	1,163
13. Downstream leased assets	Immaterial and non-relevant to organizational boundary.	na	na	na
14. Franchises	Immaterial and non-relevant to organizational boundary.	na	na	na
15. Investments	Immaterial and non-relevant to organizational boundary.	na	na	na
<b>Total Emissions</b>	<b>Emissions from entire operations (Scopes 1, 2, &amp; 3)</b>	<b>225,648</b>	<b>188,045</b>	<b>181,920</b>

**Notes:**

1. Emissions related to "Purchased Goods & Services" increased significantly in 2025 due to acquisition of Pharm-Rx.
2. Emissions related to "Upstream Transportation" have been reinstated for all 3 years due to a change in the emission factors considered earlier.

Carbon Intensity 490 tCO2e per million USD of revenue in 2025

Scope 1, 2 and 3 GHG emissions intensity tCO2e	2025	2024
Scope 1 Intensity	6.94	7.13
Scope 2 Intensity	3.84	5.15
Scope 3 Intensity	480.00	470.00

## 4.6 Waste

The waste generated by Actylis' various global facility is managed by their respective certified third-party service providers in line with contractual and local legislative obligations. These third-party service providers remove the waste material from the respective sites. This waste material may contain hazardous materials and is handled accordingly.

Waste (Metric Ton)	2025	2024	2023
Hazardous Waste	628	560	844
Non-Hazardous Waste	1364	1981	633

### Improving Safety and Reducing Waste through Durable Safety Glasses

Actylis-Montreal introduced high-quality, durable safety glasses for all employees to enhance protection and reduce waste. The new eyewear is designed to last up to two years, replacing previously used lower-quality glasses that required frequent replacement and generated regular waste. This transition reduced discarded PPE, improved employee safety, and supported Actylis' commitment to responsible resource use and sustainable operations.

### Reducing Paper Consumption through Reusable Erasable Notepads

Actylis-Montreal introduced reusable erasable notepads for all employees to reduce paper consumption and minimize waste from daily note-taking activities. Previously, single-use paper was commonly used for routine tasks, leading to continuous paper usage and disposal. The erasable notepads allowed employees to write, erase, and reuse the same surface multiple times, reducing dependence on disposable paper. This initiative lowered paper consumption, supported waste reduction, and promoted sustainable practices in everyday operations.

### Minimizing Waste through Strategic Inventory Management

Actylis-Lyon implemented a sustainability-focused approach to manage overstock in its Nutrition Europe business, including materials such as Coenzyme Q10 that faced declining value and limited sales due to shelf-life constraints. A cross-functional team secured a shelf-life extension, applied flexible pricing, and identified suitable sales channels to avoid disposal. This initiative enabled alternate sale of near 500 kg of the product, preventing waste and reducing environmental impact.

### Waste Management and Handling Approach

Actylis-Eugene follows a structured waste management process with waste categorized as aqueous, spent solvent/organic, solid, and halogenated streams, with most waste generated from cleaning operations. Waste is collected in satellite containers at generation points and transferred to central storage areas for accumulation of up to 90 days. Certified third-party providers then collect the waste for appropriate treatment and disposal, ensuring safe handling and regulatory compliance.



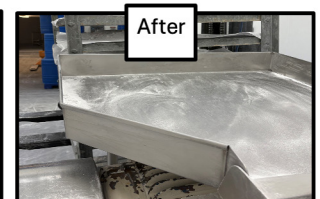
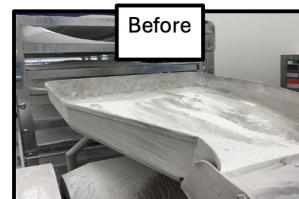
### Improved Cleaning Procedures to Reduce Effluent Contamination

Actylis-Ogden updated cleaning procedures for zinc and copper powder processing to minimize metal contamination in wastewater. Drains are plugged before operations, followed by dry cleaning using wiping, vacuuming, and sweep compounds to remove residues before wet cleaning. This approach reduced effluent contamination and improved wastewater management.



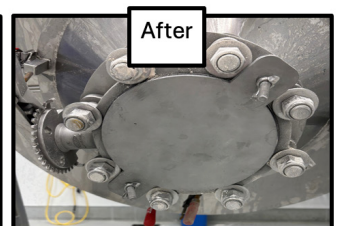
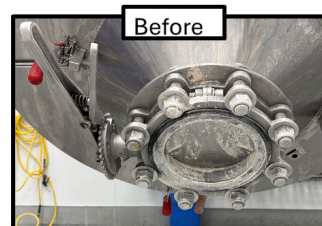
### Grinder Chute Redesign to Reduce Material Loss

Actylis-Ogden redesigned grinder feed chutes to better align with storage racking and prevent product spillage during loading. The modification reduced material loss by over 80%, improving yield and reducing waste.



### Double Cone Valve Improvement to Prevent Material Loss

Actylis-Ogden introduced a solid blanking plate on double cone machines to prevent powder leakage and accidental valve opening during mixing. This design improvement reduced material loss by over 95%, improving yield and reducing waste.



### Magnetic Drain Seal Installation

Actylis-Ogden implemented magnetic drain seals to minimize loss of finished goods and raw minerals entering floor drains. This initiative supported waste reduction, improved material recovery, and better housekeeping practices.



# 5

## Information About This Report

## 5.1 Management approach

This Sustainability Report has been prepared based on the “GRI Sustainability Reporting Standards” of the Global Reporting Initiative, using the “in reference” reporting option. The reporting period for the information provided in this Report is January 1, 2025 to December 31, 2025. Actylis plans to publish Sustainability Report annually.

### Social

Workforce-related data presented in this report (Section 3) was collected through Actylis’ HR representatives. Unless otherwise noted, the data covers the entire global workforce and is reported in headcount as of December 31, 2025.

### Environmental

Environmental data disclosed in this report is primarily based on a dedicated 2025 reporting campaign covering all Actylis sites. Energy, Greenhouse gas emissions (tCO<sub>2</sub>e) and water consumption figures (Sections 4.2 and 4.5) were derived from utility invoices and Gravity Climate tool.

## 5.2 Context Index

Sr. No	GRI Standards	Disclosures	Location	Pg. No.	Comments
<b>Universal Standards</b>					
GRI 1	<b>Foundation</b>		Section 5.2	42	
GRI 2	<b>General Disclosures</b>	<b>1 - The organization and its reporting practices</b>	*Company in brief	4	
		2.1 Organizational details	*Section 1.1 *Section 1.4	7 11	
		2.2 Entities included in the organization’s sustainability reporting	*Section 5.1	48	
		2.3 Reporting period, frequency, and contact point	*Section 5.1 *Section 5.3	42 48	
		2.4 Restatements of information	Not applicable.		
		2.5 External assurance	Not applicable.		
		<b>2 - Activities and workers</b>			
		2.6 Activities, value chain, and other business relationships	*Company in brief *Section 1.3 *Section 1.7.6	4 8 18	
		2.7 Employees	*Company in brief *Section 3.1.2	4 31	
		2.8 Workers who are not employees	This information is not available for FY 2025.		Currently we do not have a global repository of the data. Planned to be available in 2026
		<b>3 - Governance</b>			
		2.9 Governance structure and composition	*Section 2 *Section 2	28 28	
		2.1 Nomination and selection of the highest governance body	*Section 2	28	
		2.11 Chair of the highest governance body	*Section 1.5	12	
		2.12 Role of the highest governance body in overseeing the management of impacts	*Section 1.7.1	13	
			*Section 1.7.2	14	
			*Section 1.9.1	21	
			*Section 2	28	
		2.13 Delegation of responsibility for managing impacts	*Section 1.7.1 *Section 2.3	13 29	
			*Section 2.1	28	
		2.14 Role of the highest governance body in sustainability reporting	*Section 5.3	48	

Sr. No	GRI Standards	Disclosures	Location	Pg. No.	Comments
		2.15 Conflicts of interest	*Section 2.1 *Section 1.8	28 20	
		2.16 Communication of critical concerns	*Section 1.9 *Section 1.10.5 *Section 2	21 24 28	
		2.17 Collective knowledge of the highest governance body	*Section 2.1	28	
		2.18 Evaluation of the performance of the highest governance body	*Section 2.1	28	
		2.19 Remuneration policies	*Section 3.1.7	34	
		2.2 Process to determine remuneration	*Section 3.1.7	34	
		2.21 Annual total compensation ratio	This information is not available for FY 2025.		
		<b>4 - Strategy, policies and practices</b>			
		2.22 Statement on sustainable development strategy	*Message from CEO *Message from CSO *Section 1.7.2 *Section 1.5 *Section 1.7.3	3 3 14 12 15	
		2.23 Policy commitments	*Section 1.9 *Section 1.10.2	21 25	
		2.24 Embedding policy commitments	*Section 1.9 *Section 1.10	21 24	
		2.25 Processes to remediate negative impacts	*Section 1.10.5	26	
		2.26 Mechanisms for seeking advice and raising concerns	*Section 1.10.5	26	
		2.27 Compliance with laws and regulations	*Section 1.9.5 *Section 1.10	22 24	
		2.28 Membership associations	*Section 1.7.5	17	
		<b>5 - Stakeholder engagement</b>			
		2.29 Approach to stakeholder engagement	*Section 1.7.6	18	
		2.3 Collective bargaining agreements	*Section 3.1.6	34	
GRI 3	Material Topics 2021	<b>1 - Disclosures on material topics</b>			
		3.1 Process to determine material topics	*Section 1.8 *Section 1.9 *Section 1.8	20 21 20	
		3.2 List of material topics	*Section 1.9 *Section 1.8	21 20	
		3.3 Management of material topics	*Section 1.9	21	
	<b>Topic disclosures</b>	<b>1 - Biodiversity 2024</b>			
	<b>Economic</b>	<b>1 - Economic</b>			
GRI 201	Economic Performance 2016	201 - Direct economic value generated and distributed	*Section 1.3.4	10	
		201 - Financial implications and other risks and opportunities due to climate change	This information is not available for FY 2025.		Financial due diligence of the impact is planned for 2026
		201 - Defined benefit plan obligations and other retirement plans	*Section 3.1.7	34	
		201 - Financial assistance received from government	Not Applicable		

Sr. No	GRI Standards	Disclosures	Location	Pg. No.	Comments
GRI 202	Market Presence 2016	202 - Ratios of standard entry level wage by gender compared to local minimum wage	This information is not available for FY 2025.		Assessment currently not available, planned for 2026.
		202 - Proportion of senior management hired from the local community	This information is not available for FY 2025.		Assessment currently not available, planned for 2026.
GRI 203	Indirect Economic Impacts 2016	203 - Infrastructure investments and services supported	Not Applicable		Assessment currently not available, planned for 2026.
		203 - Significant indirect economic impacts	*Section 1.3.4 *Section 1.4 *Section 1.7.6	10 11 18	
GRI 204	Procurement Practices 2016	204 - Proportion of spending on local suppliers	Given the global nature of Actylis' business, the proportion of spending on local suppliers is not relevant.		
GRI 205	Anti-corruption 2016	205 - Operations assessed for risks related to corruption	*Section 1.10.1 *Section 1.10.4	24 26	
		205 - Communication and training about anti-corruption policies and procedures	*Section 1.10.3	25	
		205 - Confirmed incidents of corruption and actions taken	To the best of Actylis' knowledge, there was no confirmed incident of corruption in the FY 2025		
GRI 206	Anti-competitive Behaviour 2016	206 - Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	To the best of Actylis' knowledge, there was no material legal actions for anti-competitive behaviour, anti-trust, and monopoly practices in the FY 2025.		
GRI 207	Tax 2019	207 - Approach to tax	Confidentiality Constraints		
		207 Tax governance, control, and risk management	Confidentiality Constraints		
		207 - Stakeholder engagement and management of concerns related to tax	Confidentiality Constraints		
		207 - Country-by-country reporting	Confidentiality Constraints		
	<b>Environment</b>	<b>1 - Environment</b>			
GRI 301	Materials 2016	301 - Materials used by weight or volume	This information is not available for FY 2025.		
		301 - Recycled input materials used	Not applicable		
		301 - Reclaimed products and their packaging materials	Not applicable		
GRI 302	Energy 2016	302 - Energy consumption within the organization	*Section 4.2	37	
		302 - Energy consumption outside of the organization	*Section 4.2	37	
		302 - Energy intensity	*Section 4.2	37	
		302 - Reduction of energy consumption	*Section 4.2	37	
		302 - Reductions in energy requirements of products and services	This information is not available for FY 2025.		Bulk of Actylis' products are sourced from external manufacturers and hence do not have control over the energy reduction at product level

Sr. No	GRI Standards	Disclosures	Location	Pg. No.	Comments
GRI 303	Water and Effluents 2018	303 - Interactions with water as a shared resource	*Section 4.3	38	Assessment currently not available, planned for 2026.
		303 - Management of water discharge-related impacts	This information is not available for FY 2025. This information is not available for FY 2025. This information is not available for FY 2025.		
		303 - Water withdrawal			
		303 - Water discharge			
		303 - Water consumption	*Section 4.3	38	
GRI 304	Biodiversity 2016	304 - Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable.		
		304 - Significant impacts of activities, products and services on biodiversity	Not applicable.		
		304 - Habitats protected or restored	Not applicable.		
		304 - IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable.		
GRI 305	Emissions 2016	305 - Direct (Scope 1) GHG emissions	*Section 4.5	38	
		305 - Energy indirect (Scope 2) GHG emissions	*Section 4.5	38	
		305 - Other indirect (Scope 3) GHG emissions	*Section 4.5	38	
		305 - GHG emissions intensity	*Section 4.5	38	
		305 - Reduction of GHG emissions	*Section 4.5	38	
		305 - Emissions of ozone-depleting substances (ODS)	This information is not available for FY 2025.		However, this is miniscule portion of the overall emissions.
		305 - Nitrogen oxides (NOx), sulphur oxides (SOX), and other significant air emissions	This information is not available for FY 2025.		However, this is miniscule portion of the overall emissions.
GRI 306	Waste 2020	306 - Waste generation and significant waste-related impacts	*Section 4.6	39	
		306 - Management of significant waste-related impacts	*Section 4.6	39	
		306 - Waste generated	*Section 4.6	39	
		306 - Waste diverted from disposal	This information is not available for FY 2025.		This is managed by third party service providers and hence no visibility into end of the disposal process.
		306 - Waste directed to disposal	This information is not available for FY 2025.		
GRI 308	Supplier Environmental Assessment 2016	308 - New suppliers that were screened using environmental criteria	*Section 1.7.6	18	
		308 - Negative environmental impacts in the supply chain and actions taken	This information is not available for FY 2025.		Assessment currently not available, planned for 2026.
GRI 401	<b>Social</b> Employment 2016	<b>1 - Social</b> 401 - New employee hires and employee turnover	*Section 3.1.2	31	

Sr. No	GRI Standards	Disclosures	Location	Pg. No.	Comments
		401 - Benefits provided to full-time employees that are not provided to temporary or part-time employees	*Section 3.1.7	34	Currently we do not have a global repository of the data. Planned to be available in 2026
		401 - Parental leave	This information is not available for FY 2025.		
GRI 402	Labor/Management Relations 2016	402 - Minimum notice periods regarding operational changes	*Section 3.1.6	34	
GRI 403	Occupational Health and Safety 2018	403 - Occupational health and safety management system	*Section 3.1.4	32	
		403 - Hazard identification, risk assessment, and incident investigation	*Section 3.1.4	32	
		403 - Occupational health services	*Section 3.1.4	32	
		403 - Worker participation, consultation, and communication on occupational health and safety	*Section 3.1.4	32	
		403 - Worker training on occupational health and safety	*Section 3.1.4	32	
		403 - Promotion of worker health	*Section 3.1.4	32	
		403 - Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	*Section 3.1.4	32	
		403 - Workers covered by an occupational health and safety management system	*Section 3.1.4	32	
		403 - Work-related injuries	*Section 3.1.4	32	
		403 - Work-related ill health	*Section 3.1.4	32	
GRI 404	Training and Education 2016	404 - Average hours of training per year per employee	*Section 3.1.3	32	Currently we do not have a global repository of the data. Planned to be available in 2026
		404 - Programs for upgrading employee skills and transition assistance programs	This information is not available for FY 2025.	32	
		404 - Percentage of employees receiving regular performance and career development reviews			

Sr. No	GRI Standards	Disclosures	Location	Pg. No.	Comments
GRI 405	Diversity and Equal Opportunity 2016	405 - Diversity of governance bodies and employees  405 - Ratio of basic salary and remuneration of women to men	*Section 2 *Section 3.1  This information is not available for FY 2025.	28 31	Currently we do not have a global repository of the data. Planned to be available in 2026
GRI 406	Non-discrimination 2016	406 - Incidents of discrimination and corrective actions taken	To the best of Actylis' knowledge, there was no confirmed incident of discrimination in FY 2025.		
GRI 407	Freedom of Association and Collective Bargaining 2016	407 - Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	There is no risk regarding the right to freedom of association and collective bargaining within Actylis' operations. To the best of Actylis' knowledge, no risk regarding the right to freedom of association and collective bargaining within suppliers was reported to the Group in FY 2025.		
GRI 408	Child Labor 2016	408 - Operations and suppliers at significant risk for incidents of child labour	Actylis does not employ child labor globally as a policy. Hence, there is no risk for incidents of child labor within Actylis' operations. To the best of Actylis' knowledge, no incidents of child labor within operations and suppliers was reported to the Group in FY 2025.		
GRI 409	Forced or Compulsory Labor 2016	409 - Operations and suppliers at significant risk for incidents of forced or compulsory labour	Actylis does not employ forced labor globally as a policy. Hence, there is no risk for incidents of forced labor within Actylis' operations. To the best of Actylis' knowledge, no incidents of forced labor within operations and suppliers was reported to the Group in FY 2025.		
GRI 410	Security Practices 2016	410 - Security personnel trained in human rights policies or procedures	Not Applicable		
GRI 411	Rights of Indigenous Peoples 2016	411 - Incidents of violations involving rights of indigenous peoples	Not Applicable		
GRI 413	Local Communities 2016	413 - Operations with local community engagement, impact assessments, and development programs  413 - Operations with significant actual and potential negative impacts on local communities	*Section 3.2  Not applicable. Given the nature of Actylis' business activities, the Group does not have any direct operations with significant actual and potential negative impacts on local communities.	35	
GRI 414	Supplier Social Assessment 2016	414 - New suppliers that were screened using social criteria	* Section 1.7.6	18	

Sr. No	GRI Standards	Disclosures	Location	Pg. No.	Comments
		414 - Negative social impacts in the supply chain and actions taken	To the best of Actylis' knowledge, there was no confirmed incident of social impact in supply chain in FY 2025.		
GRI 415	Public Policy 2016	415 - Political contributions	Actylis has not made any political contribution in the FY 2025.		
GRI 416	Customer Health and Safety 2016	416 - Assessment of the health and safety impacts of product and service categories	* Section 1.7.6	18	
		416 - Incidents of non-compliance concerning the health and safety impacts of products and services	To the best of Actylis' knowledge, there was no incident of non-compliance concerning the health and safety impacts of products and services in the FY 2025.		
GRI 417	Marketing and Labelling 2016	417 - Requirements for product and service information and labelling	*Section 1.9.5	18	
		417 - Incidents of non-compliance concerning product and service information and labelling	To the best of Actylis' knowledge, there was no incident of non-compliance concerning product and service information and labelling in the FY 2025.		
		417 - Incidents of non-compliance concerning marketing communications	To the best of Actylis' knowledge, there was no incident of non-compliance concerning marketing communications in the FY 2025.		
GRI 418	Customer Privacy 2016	418 - Substantiated complaints concerning breaches of customer privacy and losses of customer data	To the best of Actylis' knowledge, there was no substantiated complaints concerning breaches of customer privacy and losses of customer data in the FY 2025.		

## 5.3 Contact

### ESG & COMPLIANCE

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Feedback and suggestions on Actylis' sustainability report are most welcome.





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