



POWER THE
FUTURE WITH
GREEN CHEMISTRY.

Gujarat Fluorochemicals Limited

About the Company

Gujarat Fluorochemicals Limited (hereafter referred to as ‘We’, ‘Our’, ‘GFL’, or ‘the Company’) is an Indian Chemicals Company with over 30 years of expertise in Fluorine Chemistry. GFL holds domain expertise in Fluoropolymers, Fluorospecialities, Refrigerants and Chemicals, catering to the material requirements of modern world. We leverage our competencies in Fluorine-based products through product innovation and customer partnerships in diverse end-use markets. Impacting mobility, telecommunications, healthcare and architecture, we constantly challenge ourselves to find solutions to some of the most demanding applications.

Our goal is to create value for all our stakeholders while being committed to sustainable operations and corporate social responsibilities. Focus on clean processes, continuous development of new applications, customised solutions and consistent services make us one of the reliable strategic partners for our clientele globally. We create opportunities for professionals who make an impact through continual growth, aligning their ambitions with our raison d'etre - Value Through Green Chemistry.

About the ESG Databook

GFL is pleased to present its ESG Databook for the financial year 2024–25. Along with financial disclosures, the Company annually reports on its sustainability performance, initiatives, and progress through an Integrated Annual Report aligned with globally recognised frameworks including GRI, the UN SDGs, TCFD, the

Integrated Reporting Framework (<IR>), and BRSR. This ESG Databook serves as a detailed supplement to the Integrated Report for FY 2024–25, providing deeper insights into the Company’s ESG performance and management practices.

Scope and Boundary

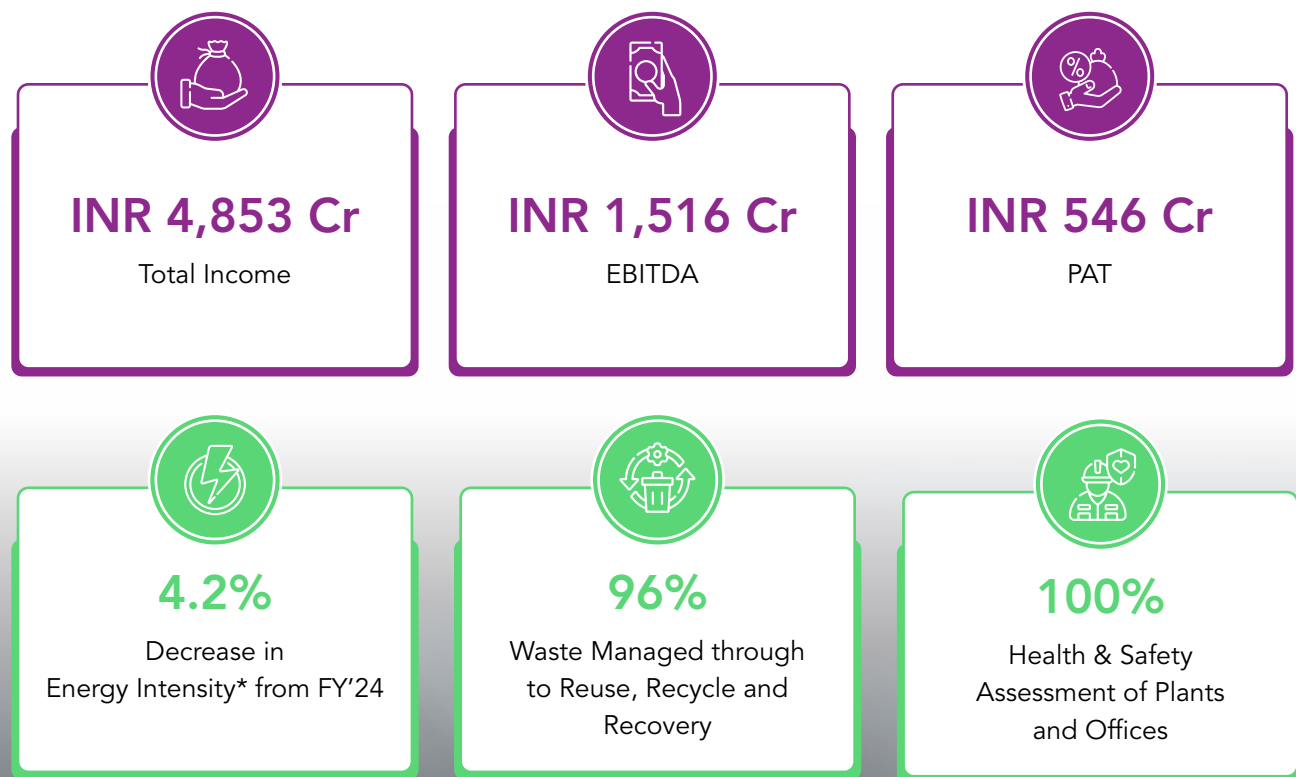
The ESG Databook presents GFL’s environmental, social, and governance performance covering manufacturing facilities at Dahej, Ranjitnagar, Jolva, and corporate offices in Noida and Vadodara. The reporting boundary represents more than 90% of the Company’s consolidated revenue, ensuring comprehensive coverage of material ESG impacts.

For the purpose of this report, FY 2025 refers to the period from April 2024 to March 2025, while FY 2024 covers April 2023 to March 2024, and so on. All financial information disclosed in this Databook is reported in Indian Rupees (INR).

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PERFORMANCE HIGHLIGHTS FY 2025



* For Intensity calculations, we have considered the Revenue from Operations.



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GOVERNANCE

We view sound governance as the backbone of standout performance and institutional trust. Driven by transparency, ethical conduct, and accountability, our governance practices embed our organisational values in every decision.

Our strategic direction is shaped by a highly experienced and independent Board, whose diversity of perspectives, inclusive composition, and prudent decision-making strengthen oversight and accelerate long-term value creation. Inspired, we embrace governance as a living and impartial framework that evolves with business, mitigates emerging risks, and protects Stakeholder interests. This strategic approach ensures our decisions remain balanced, resilient, and purpose aligned.










We instituted a strong and agile governance framework that defines how the organisation is led, managed, and held to account. It outlines the distinct roles and responsibilities of our Board of Directors and its Committees, Senior Management, Shareholders, and other Stakeholders. Guided by well-established rules and transparent procedures, our framework ensures disciplined oversight, sound decision-making and sustainable value creation.

The Board of Directors plays a pivotal role in upholding our Company's governance framework, ensuring it remains firmly aligned with our commitment to ethical practices, sustainability, and Stakeholder engagement. By adopting a Board Diversity Policy, the Board promotes a balanced mix of skills, perspectives, and expertise, crucial for making informed decisions and driving GFL's long-term success. The Nomination and Remuneration Committee (NRC) is instrumental in evaluating the composition of the Board, ensuring that it remains equipped to address the evolving needs of the business.

The Board also provides strategic oversight on the integration of ESG principles into core business decisions. Dedicated committees such as the SARS Committee and Sustainable Procurement Committee support this integration, helping to align sustainability ambitions with measurable outcomes. The Board also plays an essential role in safeguarding the ethical conduct of the organisation by implementing robust mechanisms for whistleblower protection. It addresses any reports of unethical behaviour and ensures confidentiality and non-retaliation for those who raise concerns. Moreover, the

Board maintains comprehensive oversight on cybersecurity risks and AI ethics, continuously adapting to technological advancements, while prioritising data privacy and security. Furthermore, the Board's commitment to listening to Stakeholders is demonstrated through regular materiality assessments and open channels for reporting grievances. This close engagement ensures that governance policies evolve in response to Stakeholder input and contribute to our Company's overall sustainability efforts. In FY 2024-25, as disclosed in the Corporate Governance section of the Integrated Annual Report, the Board held five meetings during its tenure.

Our set of Governance Policies includes:

-  Board Diversity Policy
-  Code of Conduct
-  Anti-Corruption & Bribery
-  Directors Familiarisation Program
-  Nomination and Remuneration Policy
-  Whistle Blower Policy
-  Stakeholder Engagement Policy
-  Supplier Code of Conduct
-  Information security/cybersecurity policy

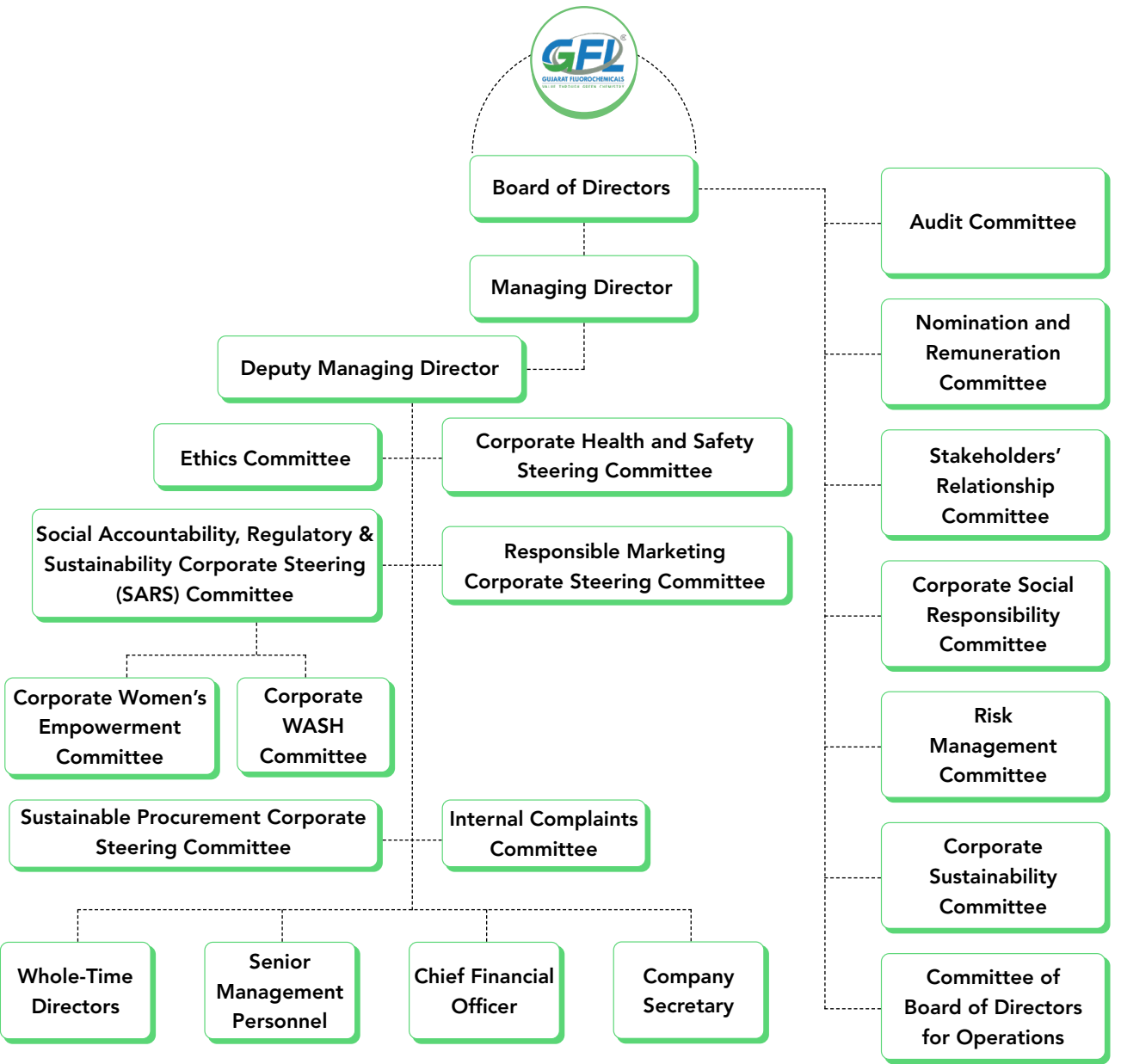
Governance Framework

Our Company is overseen by a Board of Directors consisting of 9 Members, all elected by our Shareholders. This Board includes a balanced mix of 5 Independent Directors and 4 Non-Independent Directors. Among the Non-Independent Directors, we have 2 Promoter Directors and 2 Professional Directors, with 3 of them serving as Executive Directors. To lead our executive management team, we have appointed a Managing Director, supported by a Deputy Managing Director.

responsibly. As corporate governors, we act both as catalysts for positive change and as protectors of systems that helped us succeed. Governance, for us, is about aligning performance with purpose.

We have set up various Board-level and other committees with clearly defined roles. These committees are crucial in safeguarding Stakeholder interests, promoting compliance, and helping us stay on course with our strategic goals .

We see corporate governance as an evolving process that helps us lead, monitor, and shape our Company



ESG Governance

GFL's climate governance framework provides structured oversight and integrates climate related risks and opportunities into strategic decision making. The Board, supported by the Managing Director and Deputy Managing Director, embeds ESG and climate priorities across the organisation.

Board oversight is driven through key committees the Corporate Sustainability Committee (CSC), Corporate Social Responsibility (CSR) Committee, and Risk Management Committee (RMC) which collectively guide climate strategy, performance, and regulatory alignment. Executive oversight is being driven by Social Accountability, Regulatory & Sustainability Corporate committee (SARS), and Deputy General Manager is the designated role to oversee ESG/sustainability issues.

The Corporate Sustainability Committee (CSC), governed by the Chairman and Managing Director, is chaired by the Deputy Managing Director/CEO and operationally led by the Deputy General Manager, who coordinates climate and sustainability initiatives across all units. The Deputy Managing Director reports CSC discussions and outcomes to the Managing Director, who then presents consolidated ESG and climate related updates from the CSC to the Board of Directors in quarterly meetings for strategic review.

The DGM of CSC collaborates with Business Heads and site teams to implement mitigation measures, assess risks, and advance long-term sustainability plans in line with core policies on environment, energy, water, and risk management.

The Risk Management Committee reports other risk matters directly to the Board, while the CSC's two subcommittees the Sustainable Procurement Steering Committee and the SARS Committee provide focused oversight on environmental management, responsible sourcing, and regulatory compliance. Additionally, the CSR Committee addresses community and social risks arising from climate change that could trigger operational changes, ensuring that social dimensions of climate impacts are also governed effectively.

Climate responsibility is embedded across the organisation through performance-linked KRAs and KPIs aligned with business priorities and the UN SDGs. Variable compensation is tied to verified climate outcomes, with designated sustainability leadership overseeing key ESG metrics such as energy use, emissions, and disclosures.



Materiality Assessment

We embed sustainability as a strategic priority that spans the spectrum of business objectives, Stakeholder expectations, and long-term enterprise value. Based on a materiality-focused framework, our approach prioritises the identification of the issues that are most consequential, aligning environmental and social imperatives with strategic intent and on-the-ground execution.

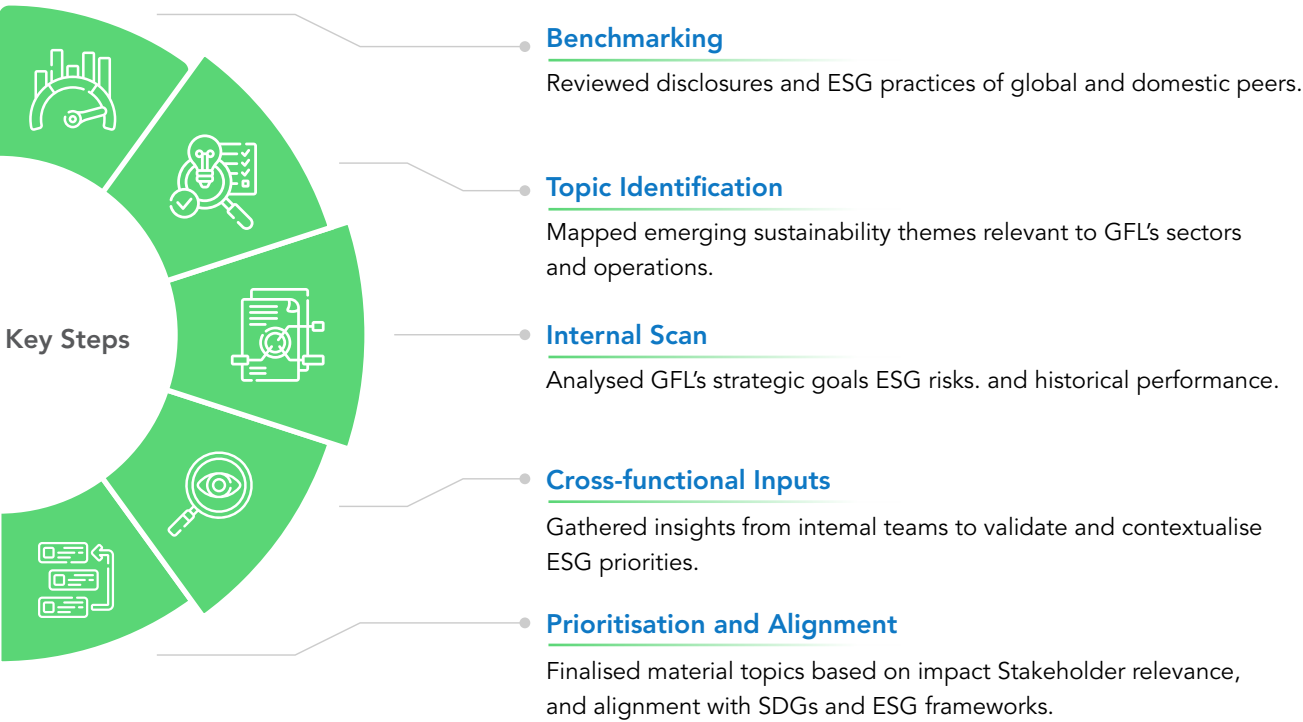
As we expand our global presence and transition towards a more value-generative portfolio, we are institutionalising ESG across our decision-making processes. This transformation is guided by our commitment to green chemistry, circular resource management, and inclusive growth that contributes to a more sustainable and resilient future.

Our materiality approach evaluates both the impact of our operations on the economy, environment, and society, as well as how ESG-related issues influence Our business performance and long-term financial health. By integrating these perspectives, we ensure that sustainability considerations are rooted into decision-making and business strategy, strengthening resilience and supporting long-term value creation.

GFL's Materiality Assessment is conducted in alignment with globally recognized frameworks. The process is integrated into the company's Enterprise Risk Management (ERM) framework and is subject to independent third-party assurance, highlighting the reliability, transparency, and robustness of the assessment. The materiality assessment process is illustrated below :

Materiality Assessment Methodology

The assessment followed a structured deskbased approach aligned with SASB standards and ESG best practices. It aimed to map Stakeholder priorities and sectorspecific ESG risks and opportunities.



Materiality for Enterprise Value Creation

Particulars	Energy Consumption	GHG Emissions	Waste Management
Description of Business Case	GFL operates in energy-intensive sectors where large-scale chemical processing, fluoropolymer production, and advanced material manufacturing demand substantial thermal and electrical energy. Dependence on conventional energy sources contributes to increased operational expenditure and exposes the business to energy price fluctuations and supply uncertainties. Reducing energy consumption is essential for lowering operational costs and for enhancing long-term resilience, improving resource efficiency, and supporting the transition to low-carbon manufacturing.	With tightening global and domestic regulations, such as carbon pricing mechanisms, mandatory disclosures, and stakeholder expectations around net-zero commitments, GHG management has become a strategic priority. Emissions generated influence regulatory compliance costs but also impact customer preferences, investor expectations, and market access—especially for export-oriented products. Addressing emissions reduction is essential to mitigating transition risks, and strengthening GFL's position as a responsible and future-ready chemical manufacturer.	As a chemical manufacturing company, waste generation including hazardous and non-hazardous waste is an inherent part of operations. Inefficient waste handling can lead to regulatory non-compliance, increased disposal costs, reputational risks, and potential environmental impacts. Strengthening waste management is essential to safeguard ecosystems, enhance resource circularity, and maintain operational excellence.
	GFL is scaling the adoption of renewable energy sources, conducting periodic energy-efficiency audits, and implementing advanced technologies to reduce energy intensity. We continue to expand green energy procurement to ensure long-term cost competitiveness and sustainability.	We are accelerating our transition toward clean energy, strengthening carbon monitoring and reporting systems, and implementing process optimization initiatives to reduce Scope 1 and Scope 2 emissions. Our approach aligns with global climate expectations and strengthens our decarbonisation roadmap.	GFL has adopted an integrated waste management framework focused on minimisation, safe handling, recovery, and responsible disposal. We prioritise reducing waste at source through process optimisation, deploying cleaner technologies, and improving yield efficiencies. Hazardous and non-hazardous waste is managed in compliance with regulatory requirements through authorised recyclers, co-processing, and scientific disposal methods.
	Target (from Base year of FY'24)	57% Renewable Energy by FY'30	Absolute Scope 1+2 GHG Emissions Reduction – 42% by FY'30 and 63% by FY'35
Our Strategy & Approach	30% RE capacity	4.05% reduction from base year	100% of sites are certified for zero waste to landfill by FY'35
Progress (FY'25)			96% of the waste is diverted away from landfill
Compensation	To ensure effective management of key material issues, GFL has established a structured strategy that directly links the performance of senior leadership including CXOs, Unit Heads, and other key managers to progress on these priorities. Incentives are aligned with measurable outcomes on material sustainability topics, highlighting accountability and driving continuous improvement. The performance-linked focus areas include: <ul style="list-style-type: none">• Energy Management• Emission Management• Waste Management• Water & Effluent Management• Employee Health & Safety, among others.		

Materiality for External Stakeholders

Particulars	Privacy Protection	Product Stewardship
Cause of Impact	Operations & Product / Services	Operations & Product / Services
Impact Area	<ul style="list-style-type: none">• Environment• Society• Consumers/end-users• External employees (e.g. organizations in the supply chain, contractors)	<ul style="list-style-type: none">• Environment• Society• Consumers/end-users• External employees (e.g. organizations in the supply chain, contractors)
	Individual Customers: When customer privacy is safeguarded, individuals feel more secure and are likely to trust a company with their personal information. Breaches of customer privacy, such as unauthorized access to personal information or data leaks, erode trust.	Product stewardship enables GFL to demonstrate its commitment to responsible and sustainable operations by ensuring that products are managed safely and efficiently throughout their entire lifecycle.
Topic Relevance on External Stakeholders	Companies and Businesses: It reduces the risk of legal consequences and financial losses associated with data breaches or non-compliance. Mishandling customer data can lead to legal liabilities, regulatory fines, damage to brand reputation, and loss of business.	GFL conducts Life Cycle Assessments (LCA) to identify potential environmental and safety risks associated with manufacturing, use, and end-of-life stages. Insights from these assessments support responsible waste management, and the adoption of safer, more sustainable alternatives where feasible.
	Investors and Shareholders: Investors value companies that prioritise customer privacy, as this demonstrates a commitment to ethical business practices. Privacy incidents can lead to a decline in stock value, financial losses, and diminished investor confidence.	The Company also promotes by-product reuse and resource circularity, thereby enhancing resource efficiency and reducing the volume of waste generated.
Type of Impact	Positive and Negative	Positive
Output Metric	Number of Data Privacy Breaches	Waste Diverted Away from Landfill in Percentage
Impact Valuation	Minimal data privacy breaches	Reduction of waste disposal to landfills
Impact Metric	Zero data privacy breaches	More than 95% of waste diverted away from landfill and managed through Reuse, Recycle, and Recover

(For more information on materiality, please refer page 36-42 of our Integrated Annual Report FY'25)

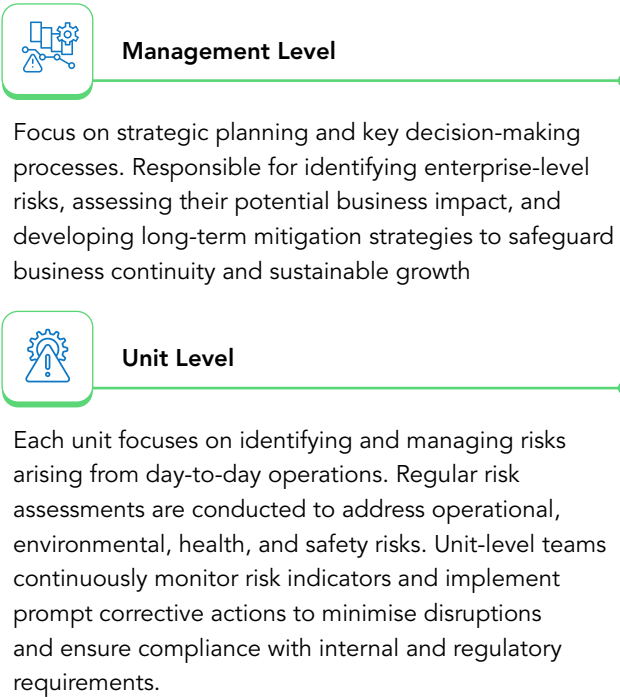
Risk Management Governance and Process

Our Enterprise Risk Management (ERM) Framework forms the foundation of our strategic approach, enabling us to proactively identify, analyse and address critical risks inherent in our business operations. Through a structured and evolving methodology, we continue to strengthen the model to comprehensively encompass all stages of risk management, including identification, assessment, execution, monitoring, governance, assurance, and reporting. This disciplined focus empowers us to manage key risks effectively over the short, medium, and long term.

In line with our commitment to continuous improvement, we strive to strengthen our Risk Policy by aligning it more

closely with our business strategy, annual priorities, core purpose, and values. This integrated approach offers a sound foundation for managing risks and supports the sustained growth and resilience of our Company.

As part of its Enterprise Risk Management framework, GFL has constituted a Board-level Risk Management Committee (RMC) responsible for developing, implementing, and overseeing the Company's risk management strategy. The Committee ensures systematic identification, monitoring, and mitigation of key risks, enabling strong governance, operational resilience, and informed decision-making across the organization.



Risk Management and Internal Audits

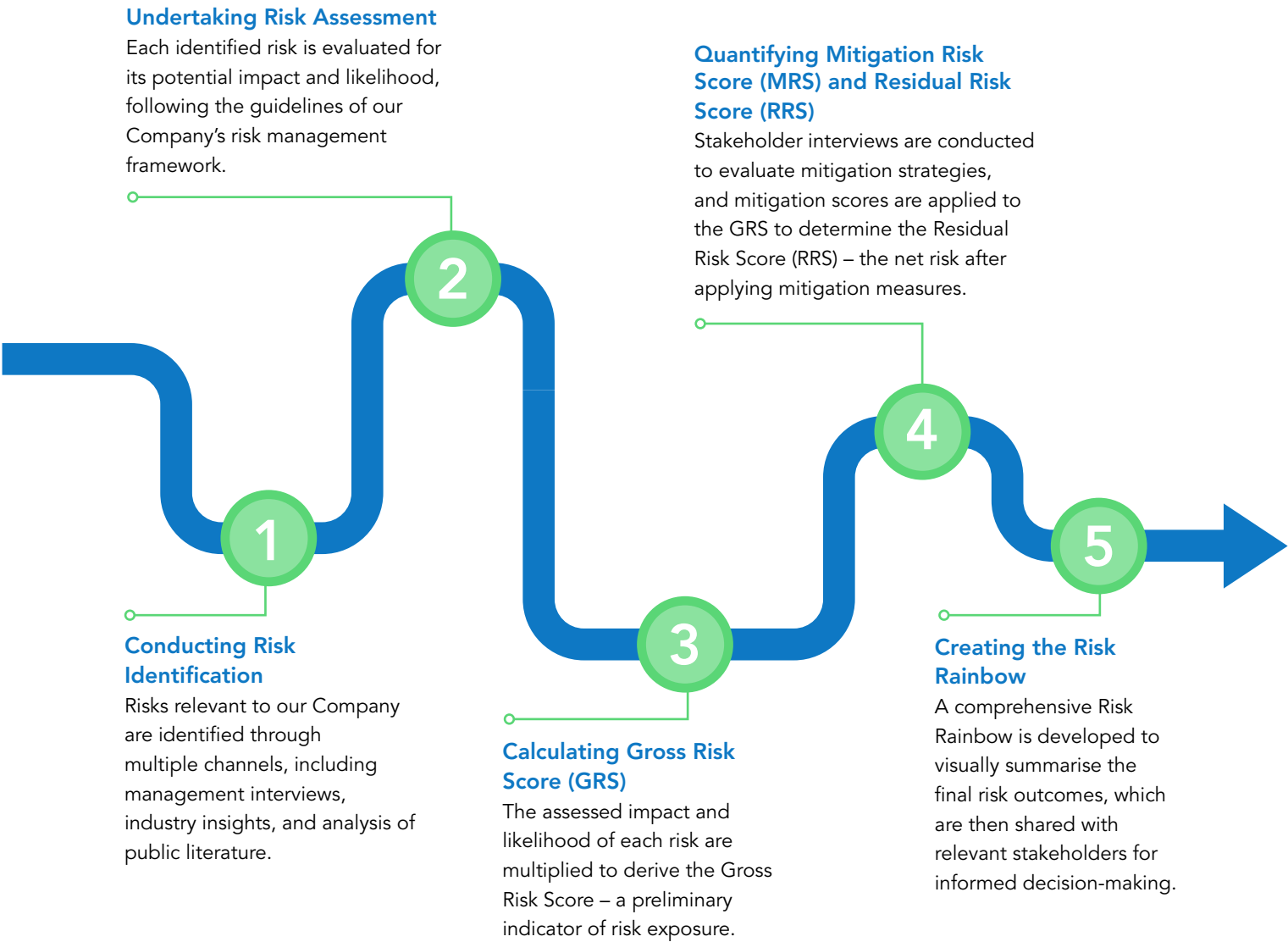
GFL takes pride in its team of highly competent professionals, whose commitment to proactive risk management ensures that potential threats to the business are identified and addressed in a timely manner. The Company's Enterprise Risk Management (ERM) system provides a structured and consistent framework for mitigation efforts across all functions, enabling seamless collaborations among cross-functional teams to navigate emerging challenges. The Board of Directors, made up of accomplished senior members, is integral to evaluating

strategic and macro risks, reinforcing the strength of GFL's ERM framework.

The Internal Audit Department, with in-house experts in finance, analytics, and chemical engineering, ensures rigorous compliance and risk vigilance. Partnering with top internal audit and assurance firms, the team drives efficiency, uncovers improvement opportunities, and embeds global best practices to support long-term, sustainable growth.

Risk Management Process

We follow a structured and methodical risk management process, incorporating the following stages:



Risk Review

GFL has established a comprehensive risk review mechanism to systematically identify, assess, and monitor risks across its operations. The process evaluates both the likelihood and potential impact of risks and integrates unit-level assessments with enterprise-wide oversight. ESG-related risks are explicitly embedded within the overall risk

evaluation framework, enabling the Company to develop a clear understanding of its sustainability-related exposures. For each material risk, customized mitigation plans are implemented to reduce the probability of occurrence and limit potential adverse impacts, thereby strengthening operational resilience and business continuity.

Risk Appetite

Following the implementation of mitigation actions, GFL assesses residual risks to determine the extent of exposure that remains after controls are applied. These residual risks are evaluated against the Company's defined risk appetite, which reflects the level of risk it is willing to accept in pursuit of strategic objectives. This approach ensures

consistency between risk tolerance and business ambition, enabling informed decision-making while maintaining appropriate safeguards. A clearly articulated risk appetite also supports effective prioritization of resources and reinforces accountability across the organization for managing risks within approved thresholds.

Risk Culture

Regular risk management education for all non-executive directors

Regulation 25(7) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 ("Listing Regulations") mandates that every listed company shall familiarize the Independent Directors through various programmes, the areas addressed in the programs are:
Review presentation on the following

- Enterprise Risk Management
- Related Party Transactions
- Internal Financial Control
- Fair Business Practices
- Company Overview, Nature of Industry in which the Company operates and to review presentation on Business Model of the Company.

Focused training throughout the organization on risk management principles

- Risk management is institutionalised at GFL through regular training and awareness programmes for employees, ensuring that risk identification, evaluation, and mitigation are integrated into day-to-day operations.

Incorporation of risk criteria in the development of products and services

Risk management is integrated into the design and development of products and services to ensure that potential risks are identified and addressed at an early stage. During the product development lifecycle, the Company assesses a wide range of risk criteria, including

- Environmental
- Social
- Regulatory, and operational risks.

Financial incentives which incorporate risk management metrics

To strengthen accountability, GFL aligns its financial incentives with its risk management framework by embedding risk-related metrics into performance evaluation and reward mechanisms. This integration ensures that leadership and key employees are aligned with the Company's risk management objectives and encourages responsible decision-making and proactive risk mitigation across operations.

(For more information on key risks and mitigation strategies refer page 50-51 of Integrated Annual Report FY'25)

Emerging Risk

Risk Category	Economic	Technological
Description	GFL operates in a regulated and globally connected business environment. Increasing regulatory complexities, evolving trade policies, and geopolitical developments are creating uncertainty in global supply chains, market access, and cost structures.	The accelerating pace of technological advancement presents a strategic risk to GFL, as existing systems, processes, and production technologies may become obsolete faster than anticipated.
	Emerging policies such as carbon pricing mechanisms, cross-border carbon regulations, and enhanced ESG disclosure requirements across major markets are reshaping the operating landscape for chemical manufacturers.	The Company operates in technology-intensive segments such as fluorochemicals and advanced battery chemicals, where innovation cycles are shortening and product specifications are evolving rapidly.
	This risk is consistent with growing geoeconomic fragmentation and geopolitical tensions highlighted in leading global risk outlooks.	Continued digitalisation of manufacturing systems and increased reliance on automation, analytics, and advanced process controls also increase exposure to system-level vulnerabilities and technology transitions.
Potential Impacts	<ul style="list-style-type: none">Increased cost of raw materials, energy, logistics, and intermediate goodsDisruptions in supply of critical inputs due to trade barriers, tariffs, or sanctionsReduced operational flexibility, including risks of plant curtailment or shutdownCompliance burden from evolving environmental, ESG, and product regulationsReduced market access due to regulatory misalignment across regionsInvestment uncertainty arising from geopolitical conflict and policy volatility	<ul style="list-style-type: none">Technology failures or system interruptions could disrupt production schedules, impact quality control, and delay customer deliveries.Lagging in technology adoption could weaken market positioning, restrict product innovation, and impact customer confidence.Inefficient or obsolete technologies may increase operational costs and reduce energy and material efficiency.Increased dependence on digital platforms and automation raises exposure to cyber threats and operational vulnerabilities.
	<ul style="list-style-type: none">Continuous monitoring of regulatory developments and geopolitical risks across operating geographiesIntegration of regulatory trends into strategic planning and compliance frameworksActive engagement with industry associations to track emerging policies and advocate industry perspectivesAlignment of product stewardship practices with regulatory requirements across marketsRegular risk assessments across the enterprise risk management frameworkCapability building through employee upskilling in regulatory compliance, ESG, and trade governance	<ul style="list-style-type: none">Regular monitoring of technology trends in the fluorochemical and energy materials sectors ensures timely upgrades to production infrastructure and systems.GFL is strengthening automation, cybersecurity, and IT architecture to improve system reliability, data integrity, and operational continuity.Focused investments in research and development enable adoption of advanced materials, process efficiencies, and next-generation technologies.Technology risks are integrated into the Enterprise Risk Management (ERM) framework, supported by robust business continuity planning and system redundancy measures.Continuous training and upskilling of employees ensure operational readiness to manage advanced manufacturing technologies and digital tools.

Business Ethics

GFL is deeply committed to maintaining the highest standards of business ethics across all its operations. Central to this commitment is the Code of Conduct sets forth the principles of integrity, transparency, and accountability that guide decision-making across the organisation.

All Board Members, Senior Management, and Employees acknowledge their compliance with the Code of Conduct. The Code of Conduct instil ethical behaviour, integrity, and compliance at every level of the organisation. It clearly sets expectations for honesty, fairness, and accountability in day-to-day operations, ensuring that ethical conduct remains a shared responsibility across the workforce.

Whistle Blower Mechanism

GFL has a robust and transparent Whistle Blower Mechanism in place to promote ethical conduct, accountability, and compliance across the organization. The Company encourages employees and stakeholders to report any concerns related to unethical behaviour, fraud, violation of laws or breaches of the Company's policies without fear of retaliation.

whistle blower and the details of the complaint are fully safeguarded.

GFL follows a zero-tolerance policy against retaliation. Any misuse of the whistle blower protection framework or retaliatory action against a whistle blower is treated as a serious disciplinary offense and is dealt with in accordance with the Company's internal disciplinary procedures.

A dedicated governance structure has been established to oversee the whistleblowing process. All Protected Disclosures are directly addressed to the Chairman of the Audit Committee, who is responsible for receiving, reviewing, and ensuring appropriate action on reported matters. This direct reporting line strengthens independence, objectivity, and confidentiality in handling disclosures.

To strengthen awareness and effective usage of the reporting mechanism, employees are provided with regular training on the whistle blowing process. The training covers reporting channels, investigation procedures, protection available to whistle blowers, and the principles of ethical conduct and compliance. The Company has also disclosed a structured process for investigating reported concerns. Detailed procedures, including the investigation framework and escalation mechanism, are outlined in the Whistle Blower Policy, which is publicly available on the Company's website.

The Company maintains strict confidentiality of all reports received. Every Protected Disclosure is formally recorded and evaluated exclusively by the Chairman of the Audit Committee, ensuring that the identity of the

Reporting on breaches

Reporting Areas	FY 2025
Corruption & Bribery	0
Discrimination & Harassment	0
Customer Privacy Data	0
Conflict of Interest	0
Money Laundering or Insider trading	0

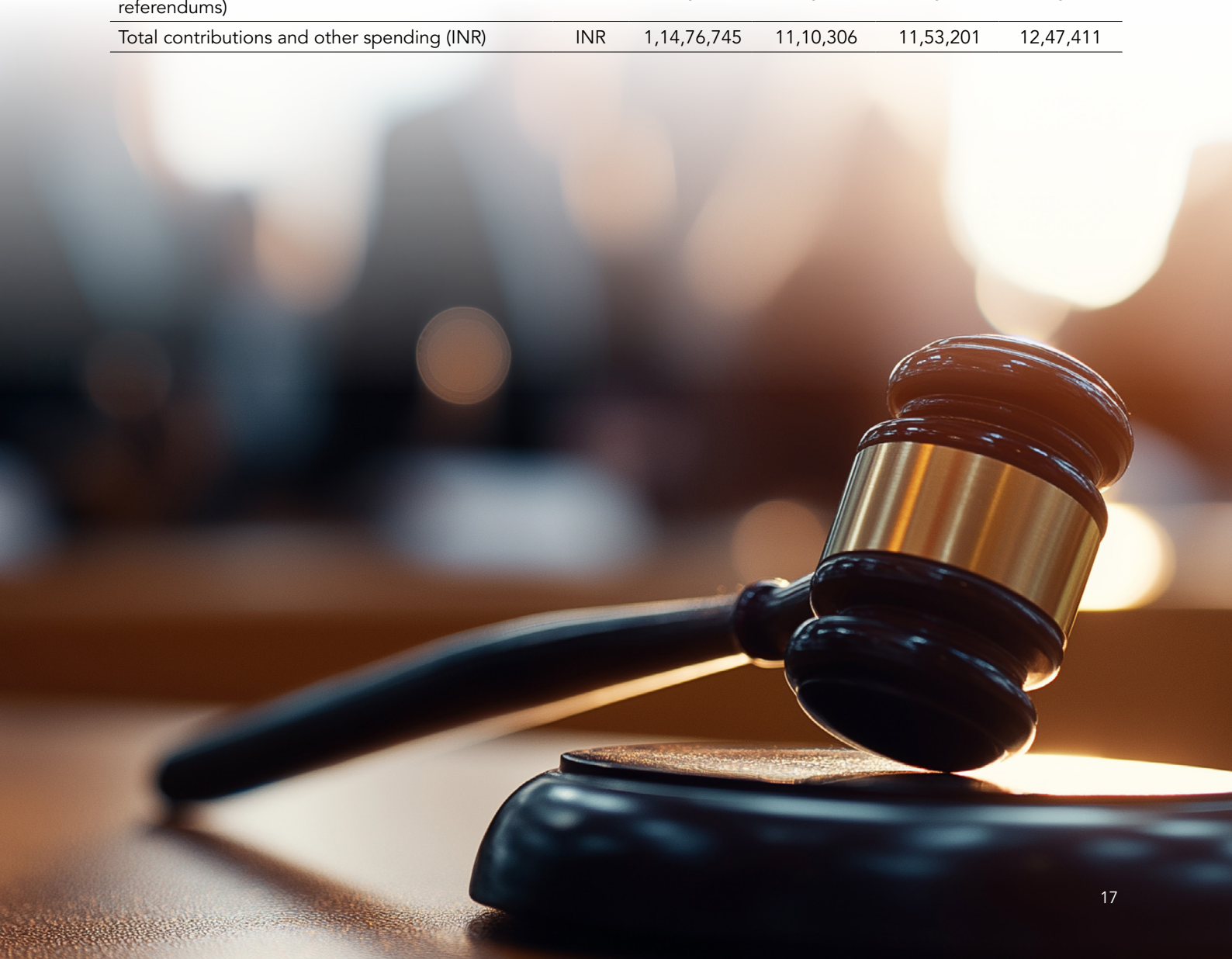
Policy Influence




At GFL, advocacy forms an essential component of our external engagement strategy, enabling us to ensure that our views are appropriately represented in policy discussions. Our advocacy efforts are primarily channelled through trade associations, which provide a unified platform to articulate the interests of the diverse industries in which we operate.

development of laws, regulations, and frameworks that shape our business environment. All advocacy activities are conducted in alignment with our Code of Conduct, ensuring that our interactions remain transparent, ethical, and reflective of our core values. Through constructive participation in policy dialogues, GFL aims to support the evolution of a fair, forward-looking, and enabling regulatory ecosystem.

We view policy engagement as both a responsibility and an opportunity to contribute meaningfully to the

Particulars	Unit	FY 2022	FY 2023	FY 2024	FY 2025
Lobbying, interest representation or similar	INR	0	0	0	0
Local, regional or national political campaigns / organisations / candidates	INR	1,04,00,000	0	0	0
Trade associations or tax-exempt groups (e.g. think tanks)	INR	10,76,745	11,10,306	11,53,201	12,47,411
Other (e.g. spending related to ballot measures or referendums)	INR	0	0	0	0
Total contributions and other spending (INR)	INR	1,14,76,745	11,10,306	11,53,201	12,47,411



Name of Organization	GFL's Engagement	Amount in INR
 Alkali Manufacturers Association of India	<p>Through its association with the Alkali Manufacturers Association of India (AMAI), GFL collaborates with industry peers on issues specific to the chlor-alkali sector, including technology upgrades, resource efficiency, and regulatory compliance. This engagement facilitates benchmarking of operational performance and promotes adoption of best practices related to energy use, waste management, and safety management systems.</p> <p>Participation in AMAI also enables GFL to stay aligned with evolving environmental regulations impacting the specialty chemicals and alkali sectors, strengthening the Company's operational resilience and compliance readiness.</p>	5,18,591
 Federation of Indian Chamber of Commerce and Industry	<p>GFL's engagement with the Federation of Indian Chambers of Commerce and Industry (FICCI) supports broader policy advocacy and business representation across sectors. Through FICCI, the Company contributes to discussions on economic policy, sustainability, industrial development, and trade competitiveness.</p> <p>Climate change and sustainability form key areas of engagement under FICCI's climate and sustainability forums. GFL participates in dialogues on carbon markets, energy transition, sustainable industrial growth, climate finance, and ESG regulatory frameworks. This engagement enables the Company to remain informed of policy developments, contribute to business-focused climate solutions, and strengthen alignment with national and international sustainability priorities.</p>	1,77,000
 Federation of Gujarat Industries	<p>GFL maintains active engagement with the Federation of Gujarat Industries (FGI), a premier industry association dedicated to advancing industrial growth and development in Gujarat. Through this platform, GFL participates in collaborative discussions on regulatory developments, industrial policy reforms, ease of doing business, and regional infrastructure. FGI also serves as an important channel for capacity building, knowledge sharing, and dissemination of best practices on environmental management, labour practices, operational excellence, and responsible governance.</p> <p>As climate-related risks and regulatory expectations continue to rise, GFL leverages FGI's forums to engage on sustainability topics relevant to Gujarat's industrial landscape. This includes dialogues on energy efficiency, cleaner production technologies, resource conservation, and state-level climate action initiatives. By contributing to these discussions, GFL supports policy alignment, enhances industry readiness, and advances the transition towards sustainable and climate-resilient industrial practices across the region.</p>	44,840

Cybersecurity and Data Privacy

GFL follows a risk-based and governance-led approach to cybersecurity and information security, recognising digital integrity as a critical enabler of business resilience and stakeholder trust. The Company prioritises the protection of information assets, continuity of operations, and minimisation of cyber-related risks through a structured and proactive cybersecurity framework.

A three-tier governance structure has been established to ensure oversight and accountability at Board, Management, and Unit levels. This framework enables continuous monitoring of cybersecurity risks, timely incident response, and integration of information security into enterprise-wide risk management processes.

GFL has implemented and maintains an ISO 27001 certified Information Security Management System (ISMS), reflecting its commitment to global best practices in data protection and risk management. The Company regularly assesses cyber risk exposure through internal reviews and independent vulnerability assessments conducted

by external experts to identify, evaluate, and mitigate emerging threats.

Cybersecurity steers our digital transformation strategy, upholding the resilience, integrity, and trustworthiness of our enterprise-wide systems. In FY 2024-25, GFL achieved a cybersecurity score of 2.5, significantly surpassing the industry average and representing a 2.7x improvement over the past two years. Our efforts were recognised with the DSCI Excellence Award for Cybersecurity in the Manufacturing/Automobile category which is an endorsement of our leadership in industry cyber resilience.

Complementing our technical safeguards, we continue to strengthen our data governance culture through regular employee training and engagement. Our hands-on approach ensures privacy, protection, and shared accountability remain embedded across every level of the organisation. Awareness programs and role-based training are conducted to promote a strong culture of cybersecurity across the organisation.

Zero (0) breaches related to IT Security, Cybersecurity and Data Privacy

Cybersecurity Awareness Training of 5,259 hours



At GFL, the Risk Management Committee (RMC) provides oversight of the enterprise-wide risk management framework, with responsibility for identifying, assessing, and monitoring both internal and external risks faced by the Company. The Committee's scope covers a broad range of material risks, including cybersecurity, financial, operational, sectoral, and sustainability-related risks.

Leadership oversight is provided by Mr. Vivek Jain, Executive Director and Managing Director, who plays a pivotal role in guiding and strengthening the Company's risk management practices. As a member of the Risk Management Committee, he actively reviews cybersecurity matters and provides strategic direction to management to enhance risk resilience across the organisation.

At the Board level, the Risk Management Committee comprises three members, with Independent Directors forming the majority, highlighting strong governance and independent oversight.

Operational responsibility for cybersecurity management rests with the Chief Technology Officer (CTO), who leads the design, implementation, and monitoring of IT security systems, policies, and controls. The CTO ensures the robustness of the Company's cybersecurity architecture and the effectiveness of processes to protect digital assets and prevent cyber threats.

At the unit level, governance is rooted through compliance with Company-wide IT and cybersecurity policies. Continuous employee training and awareness programmes further strengthen cybersecurity readiness and ensure alignment with global best practices across all operations.

Information security measures

GFL has established a comprehensive Cybersecurity and Data Privacy Policy focused on safeguarding its information assets. The policy is aligned with global best

practices and regulatory requirements and integrates data protection and privacy into everyday business operations.

Material Topic	Risk or Opportunity	Rationale	Mitigation	Financial Implication
Data privacy and security	Risk	Cybersecurity threats, and regulatory fines	Investing in robust cybersecurity measures and compliance with data protection laws to safeguard sensitive information and maintain operational continuity.	Negative: Initial investment costs are incurred, but the Return on Investment (RoI) is positive due to risk reduction and improved regulatory compliance.

To enhance organisational resilience, GFL has implemented a well-defined escalation mechanism that ensures cybersecurity incidents are promptly reported, assessed, and resolved. The escalation matrix enables swift decision-making and effective response, thereby minimising risks to business operations and data integrity. In addition, internal audits of IT infrastructure and information security management systems are conducted regularly to strengthen controls and improve preparedness.

GFL has also established information security-related business continuity plans to ensure critical operations can be sustained during technology disruptions, cyber incidents, or system failures. Routine information security vulnerability analyses are carried out to identify potential weaknesses and implement timely corrective actions, further reinforcing the Company's cybersecurity posture and operational resilience.

Supply Chain Management

At GFL, effective supply chain management is pivotal to advancing long-term sustainability across our diverse business operations. We rely on a resilient, transparent, and efficient supply chain that not only supports operational performance but also strengthens our overall sustainability outcomes. Recognizing the critical role of suppliers, we view them as strategic partners in embedding responsible and ethical practices throughout the value chain.

To guide this partnership, GFL has implemented a Supplier Code of Conduct, which outlines clear expectations related to environmental stewardship, human rights, labour practices, ethical business conduct, and compliance with all applicable regulations. This Code serves as a

foundational document for fostering responsible sourcing, ensuring that suppliers follow practices aligned with GFL's values and sustainability standards. It also acts as a framework for continuous improvement, helping suppliers enhance their own governance, safety, and environmental performance.

By collaborating closely with our suppliers, we promote responsible sourcing of materials, optimize supply chain processes, and improve resource efficiency. This joint effort not only supports GFL's ESG commitments but also contributes to minimizing environmental impacts, reducing waste, strengthening ethical business practices, and building a more sustainable and resilient value chain.

Supplier Screening

GFL conducts an initial screening of suppliers based on their compliance with and acknowledgement of the Supplier Code of Conduct, along with the ESG expectations outlined within it, in addition to other relevant criteria. This is followed by a detailed assessment during the onboarding stage, where ESG requirements are embedded into the purchase order terms and conditions to ensure alignment from the outset.

Continuous evaluations are carried out through periodic meetings and training sessions, which also serve as platforms to engage with suppliers, strengthen awareness, and build capacity on best practices and evolving industry standards.

Following are the criteria for supplier selection:

Acceptance and adherence to the Supplier Code of Conduct (SCoC).

Insights derived from detailed risk assessments that consider country-specific, sector-specific, and commodity-specific risk factors.

Outcomes from product quality evaluations also inform the overall supplier assessment process.

Suppliers are further screened for business relevance to ensure alignment with GFL's operational and strategic requirements.

Key suppliers are identified based on the following parameters:

Suppliers are identified based on spend analysis to determine those delivering high-value products.

Suppliers that provide core products critical to our business operations.

Purchasing practices are evaluated to ensure alignment with the Supplier Code of Conduct (SCoC) and to prevent any conflicts with ESG requirements.

Strengthening Supplier ESG Capabilities

GFL ensures strong governance and effective implementation of its supplier ESG programs through dedicated oversight by the Executive Management. To maintain alignment between procurement practices and the company's sustainability commitments, all purchasing activities are periodically reviewed to ensure consistency with the Supplier Code of Conduct. This helps prevent any potential conflicts between operational decisions and ESG expectations.

As part of our responsible sourcing approach, suppliers who are unable to meet the relevant ESG requirements within a defined time frame are either excluded or provided with guidance to safeguard compliance and uphold ethical standards. Also, suppliers demonstrating stronger ESG performance are given preference during to promote a value chain that reflects GFL's sustainability priorities.

To further strengthen the program, GFL provides training and/or awareness program to internal stakeholders and procurement teams, enabling them to understand their roles in advancing ESG goals across the supply chain. This capacity-building ensures that those involved in supplier engagement are equipped to assess, support, and monitor ESG performance effectively, driving continuous improvement throughout the supplier ecosystem.

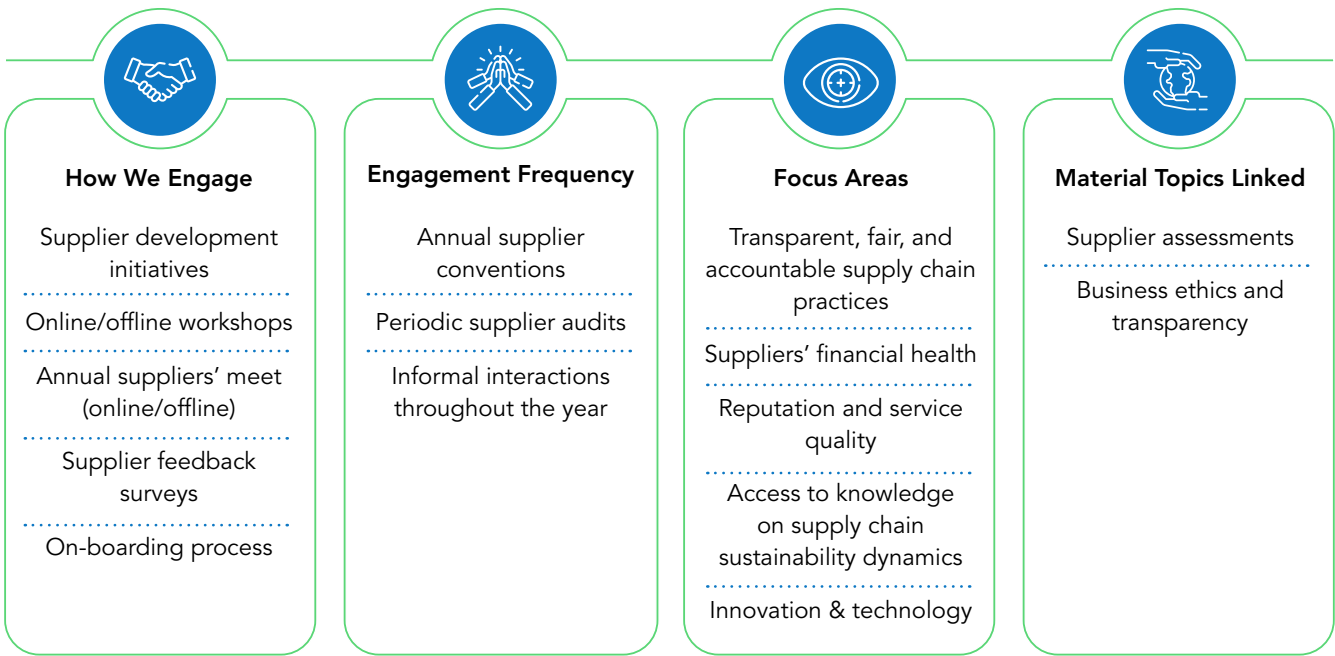
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Supplier Engagement & Development



GFL has defined clear sustainability expectations for its Tier 1 suppliers, encouraging them to integrate responsible practices into their operations while also promoting local sourcing to strengthen regional economic development.

Following the screening and assessment process, GFL collaborates closely with suppliers to address any identified gaps. Through structured awareness sessions and technical support, where required, we communicate our expectations and long-term vision on key aspects such as safety, sustainability, human rights, and industrial relations, ensuring alignment across the value chain.

100% of Significant Tier-1 Suppliers Assessed by Independent Third Party

To further support continuous improvement, GFL enables suppliers to implement corrective and improvement actions identified during assessments through direct or indirect engagement mechanisms. This approach fosters stronger partnerships and drives sustained ESG performance across the supply chain.

KPIs for Supplier Screening & Development

Supplier Screening	FY 2025
Total number of Tier-1 suppliers	1,511
Total number of significant suppliers in Tier-1	158
% of total spend on significant suppliers in Tier-1	72
Total number of significant suppliers in non-Tier-1	0
Total number of significant tier-1 and non-tier-1 suppliers assessed	158
Number of suppliers assessed with substantial actual/potential negative impacts	158
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	0
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	0
Total number of suppliers supported in corrective action plan implementation	0
Total number of suppliers in capacity building programs	0

Tax Transparency

GFL Limited (Gujarat Fluorochemicals Limited) publishes a comprehensive Integrated Annual Report that provides detailed disclosures on its financial statements, tax practices, and overall performance. We recognize that tax transparency is not only a financial obligation but also a critical element of responsible corporate governance.

Our Commitment to tax transparency includes:

- Not to transfer value created to low-tax jurisdictions
- Not to use tax structures without commercial substance
- Not to use secrecy jurisdictions or so-called tax havens for tax avoidance

GFL adopts a forward-looking approach to tax management that is fully aligned with its broader Environmental, Social, and Governance (ESG) commitments. We view tax not only as a statutory obligation but also as a material contribution to society and an essential pillar of responsible corporate governance. Our approach emphasizes ethical conduct, transparency, regulatory compliance, and accountability across all operations. It is anchored in the following key principles:


- **Responsible Tax Compliance**
 - GFL ensures strict compliance with all applicable tax laws and regulations across every jurisdiction of

operation. Our tax practices are anchored in ethical conduct, ensuring that taxes are paid fairly and in line with where value is created.


- **Strong Governance Framework**
 - Tax matters at GFL are subject to robust oversight by the Board of Directors, supported by a dedicated tax team that collaborates closely with business units. Standard operating procedures and internal controls ensure disciplined tax management aligned with global best practices.
- **Transparent Tax Reporting**
 - We maintain a high level of transparency by voluntarily disclosing our tax strategy, governance structures, and tax payments beyond statutory requirements. This openness strengthens stakeholder trust and establishes GFL as a credible and responsible taxpayer.
- **Collaborative Regulatory Engagement**
 - GFL engages constructively with tax authorities and actively participates in policy consultations with governmental and industry bodies. Through proactive engagement, we ensure alignment with evolving tax regulations and maintain transparency in all interactions.

Categories of Tax Contributions


GFL contributes to the economy both as a direct taxpayer and as a collector of taxes on behalf of the government. Our contributions fall into three main categories:

**Direct Contributions**

Corporate income tax, government royalties, and other charges borne directly by GFL and its subsidiaries.

**Indirect Contributions**

Taxes collected on behalf of the government, including withholding tax, GST, VAT, and other levies.

**Other Contributions**

Statutory obligations such as Provident Fund and Employee State Insurance, supporting employee welfare and the social safety net.

Effective tax rate for **FY'24** is
26.91 %

Effective tax rate for **FY'25** is
23.42 %



ENVIRONMENT

At GFL, environmental stewardship is central to our operational philosophy. We place strong emphasis on resource efficiency, waste reduction, renewable energy adoption, circular economy practices, and biodiversity conservation consistently striving to meet and exceed regulatory expectations. Oversight of these commitments is anchored at the highest level through the Social Accountability, Regulatory & Sustainability (SARS) Corporate Steering Committee, which provides strategic guidance and ensures accountability across the organisation.

We embrace the growing mandate for responsible enterprise with firm conviction, blending the imperative

of sustainability with our long-term objective. In this transformative journey, we re-engineer operations to reduce carbon intensity, conserve natural resources, and lower our environmental footprint across all areas of operation. Through robust governance, globally benchmarked compliance, innovation-led practices, and employee-wide stewardship, we are institutionalising a culture of climate accountability. This approach allows for a stronger environmental performance and positions as a catalyst for sustainable value creation in a rapidly evolving global context.

Responsible Environmental Management

We recognise that our long-term success depends on how well we manage our environmental impacts today. With this realistic perspective, we strive to minimise our environmental footprint by adopting a comprehensive and proactive approach to resource stewardship. We maintain a robust Integrated Management System (IMS) grounded in the principles of Responsible Care, which guides our efforts in pollution prevention, resource conservation, waste reduction, and compliance.

100% of GFL units are ISO 14001:2015 certified

In addition to securing ISO 14001 certifications for all our plants, we implemented detailed Environmental Management Systems (EMS) following rigorous environmental risk assessments. Our EMS framework supports:

- Data-driven decision-making through regular environmental data collection and analysis.
- The development of a specialised Environmental Aspects/ Impacts Tool, which enables us to identify, assess, and mitigate environmental risks with appropriate control measures.
- Monthly environmental performance reviews conducted by top management and oversight by our Pollution Prevention Sub-Committee under the APEX Committee.

Comprehensive set of Environmental Policies:



Environmental Policy



Energy Management Policy



Biodiversity Policy



Water Policy

Our environmental management framework extends well beyond regulatory compliance, steering continuous improvement in our environmental performance. This commitment is reflected in our track record of strong performance, strategic investments in advanced technologies, and focus on innovation and R&D.

We continue to nurture a culture of environmental responsibility across our workforce and collaborate with stakeholders to advance a more sustainable future for our communities and the environment.

Return on Environmental Investment

Particulars	Unit	FY 2022	FY 2023	FY 2024	FY 2025
Capital Investments	INR	89,00,000	2,30,00,000	4,47,00,000	17,45,21,428
Operating Expenses	INR	2,83,10,000	3,95,70,000	4,41,00,000	2,62,00,000
Savings, cost avoidance, income, tax incentives, etc.	INR	XXXX	XXXX	5,71,360	8,86,76,000

Note: The investments and savings figures reflect only a selection of key initiatives.

Environmental Violation

Particulars	Unit	FY 2022	FY 2023	FY 2024	FY 2025
Number of violations of legal obligations / regulations	INR	0	0	0	1
Amount of fines / penalties related to the above in INR	INR	0	0	0	1,00,00,000
Environmental liability accrued at year end. Currency: INR	INR	0	0	0	0

Responsible Energy Management

Our commitment to energy efficiency is anchored in a comprehensive energy management approach, guided by a dedicated Energy Management Policy that drives continuous improvement in energy performance.

In FY'25, Renewable electricity accounts for 30% of our overall electricity consumption.

We conduct regular energy audits across all our facilities carried out by both internal energy managers and accredited third-party agencies to analyse consumption patterns, identify inefficiencies, and uncover opportunities for optimisation. The insights from these audits enable us to implement targeted energy-saving initiatives, enhance operational performance, and reduce our overall environmental footprint.

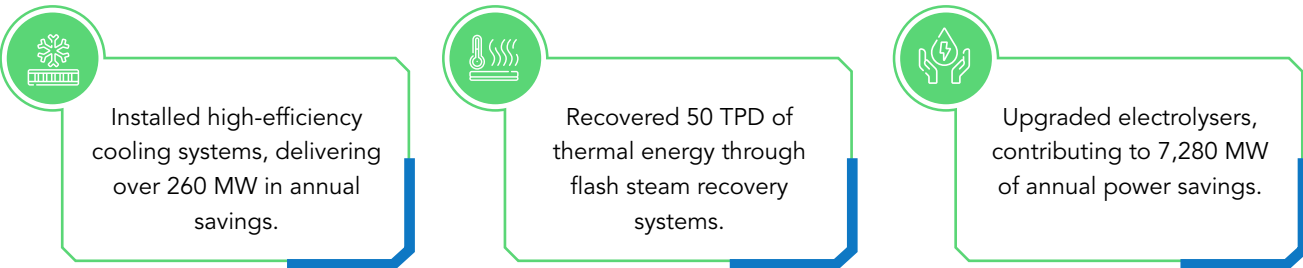
At GFL, we implement a structured and multi-pronged approach to energy management, focused on efficiency, innovation, and continuous improvement.

- Our Energy Management System is aligned with ISO

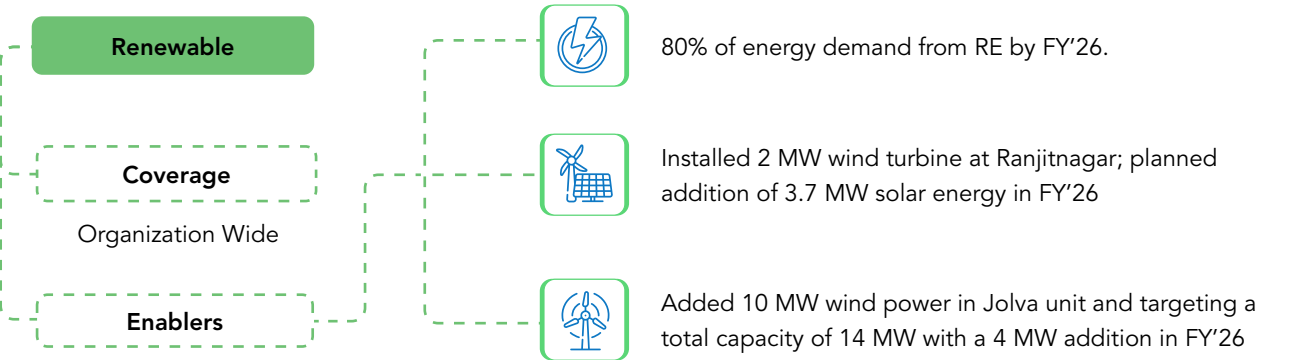
50001, ensuring a structured, systematic, and data-driven approach to improving energy performance across all operations.

- Our initiatives to reduce overall energy consumption include adopting clean and green energy sources, investing in innovative technologies and R&D, and implementing targeted energy-saving measures.
- We conduct energy efficiency training and expert-led programs & workshops for employees to build awareness and promote responsible energy use throughout the organisation.
- Continuous monitoring, review, and performance tracking enable us to drive ongoing improvements in energy efficiency and support long-term sustainability goals.

Other Key Initiatives:



Energy Targets:



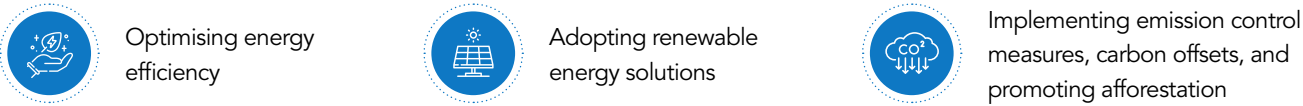
Energy Saving Initiatives:

- Dahej: Implemented multiple enhancements, including installing energy-efficient cooling pumps, revamping cooling tower (10 % efficiency gain), commissioning new 130 TR chiller, de-staging boiler feed pump, improving fume extraction, upgrading electrolyser, and enhancing flash steam recovery.
 - Estimated Savings: 49,248 kWh/ month
 - Jolva: Installed Variable Frequency Drive (VFD) on Process Water Pump to dynamically control pressure (replacing fixed 4.2 kg/cm² operation), improving energy efficiency.
 - Estimated Savings: 2,412 kWh/ month
 - Ranjitnagar: Upgraded 140 TR chilled brine compressor (FBS section at -20 °C) by replacing Star Delta starter with VFD.
 - Estimated Savings: 80,640 kWh/ month
- New Product Developments:**
- Over the past year, our R&D team made significant strides in the EV segment, working on different dedicated projects. One of the key projects in energy efficiency includes the following:
 - Advancing electrode materials to increase energy density and optimise battery performance.

Particulars	Unit	FY 2022	FY 2023	FY 2024	FY 2025
Total non-renewable energy consumption	GJ	87,25,593	85,60,057	77,29,100	95,22,665
Total renewable energy consumption	GJ	2,52,850	2,00,282	4,09,315	8,63,183

Climate Strategy

We address climate change through an integrated strategy built around three core pillars:



By prioritising these pillars, we aim to drive low-carbon, sustainable growth, while reducing our environmental impact and contributing meaningfully to global decarbonisation goals. We adopted a structured approach to reduce emissions and enhance sustainability performance, embedding globally benchmarked environmental compliance across our operations. Through integrated environmental management systems, and leading-edge pollution control technologies, we continue to strengthen our commitment to responsible manufacturing and ecological balance.

Emission management remains a strategic priority at GFL, anchored in our commitment to systematically reduce greenhouse gas (GHG) emissions across our operations.

Our decarbonisation efforts are guided by clear targets, continuous performance monitoring, and transparent disclosure.

We leverage advanced technologies, process optimisation, and efficient energy use to minimise our environmental footprint while contributing to broader climate goals. Our approach is supported by strong data collection systems that enable accurate tracking of emissions, accompanied by targeted initiatives such as energy efficiency enhancements, increased integration of renewable energy, and awareness-building programmes. To ensure credibility and compliance, our emissions data undergoes independent third-party verification in line with established assurance standards.

Particulars	Unit	FY 2022	FY 2023	FY 2024	FY 2025
Total direct GHG emissions (Scope1)	MTCO ₂ e	5,81,423	5,46,562	5,78,904	7,09,492

Particulars	Unit	FY 2022	FY 2023	FY 2024	FY 2025
Total indirect GHG emissions (Scope 2) – Location Based	MTCO ₂ e	3,85,600	4,96,240	5,80,379	4,02,888

Particulars	Unit	FY 2022	FY 2023	FY 2024	FY 2025
Total indirect GHG emissions (Scope 3)	MTCO ₂ e	---	---	4,21,535	33,38,033

List of Categories	Scope 3 Emissions in the reporting year (MT CO ₂ e)	Total Emissions (MT CO ₂ e)
Cat 1: Purchased Goods and Services	94,914	Total Upstream Emissions 12,75,258
Cat 2: Capital Goods	1,151	
Cat 3: Fuel-and-energy-related-activities (not included in Scope 1 or 2)	3,99,833	
Cat 4: Upstream transportation and distribution	7,58,680	
Cat 5: Waste generated in operations	6,233	
Cat 6: Business travel	631	
Cat 7: Employee commuting	13,816	
Cat 8: Upstream leased assets	Not Applicable	

List of Categories	Scope 3 Emissions in the reporting year (MT CO ₂ e)	Total Emissions (MT CO ₂ e)
Cat 9: Downstream transportation and distribution	20,62,775	Total Downstream Emissions 20,62,775
Cat 10: Processing of sold products	Not Applicable	
Cat 11: Use of sold products	Not Applicable	
Cat 12: End of life treatment of sold products	Not Applicable	
Cat 13: Downstream leased assets	Not Applicable	
Cat 14: Franchises	Not Applicable	
Cat 15: Investments	Not Applicable	

Climate Related Policy Advocacy

At GFL, our climate-related policy advocacy is anchored in a strong governance architecture that ensures all engagements with public policy stakeholders are ethical, transparent, and aligned with our long-term

sustainability agenda. Oversight responsibilities are clearly defined across multiple levels of leadership to maintain accountability and strategic coherence.



Governance Framework for Public Policy Engagement

We are committed to advancing climate advocacy in line with the Paris Agreement, guided by our comprehensive Responsible Policy Advocacy Policy. This policy provides clear protocols for all employees involved in public policy engagement, ensuring that interactions with internal and external stakeholders are responsible, transparent, and aligned with our sustainability values.

By defining expectations and strengthening accountability, we reinforce our dedication to promoting climate-supportive policies. Through this framework, we actively participate in climate policy dialogues, champion sustainable solutions, and collaborate with stakeholders to drive meaningful and impactful climate action. Our advocacy approach is made around two primary methods: direct climate-related advocacy and engagement through trade associations.



Direct Advocacy Activities

GFL's CXOs play a pivotal role in steering climate advocacy efforts in line with the Paris Agreement. They actively engage with emerging and proposed policy developments, providing strategic insights and recommendations that ensure our advocacy positions remain aligned with evolving climate science and regulatory expectations. This continuous leadership involvement enables us to refine and strengthen our advocacy approach over time.

Trade Association Engagement

GFL collaborates with key trade associations to broaden the reach and impact of its climate advocacy initiatives. Through these partnerships, we work collectively to champion Paris-aligned policies, influence industry-wide standards, and accelerate the transition toward a more sustainable and climate-resilient future.

Addressing Climate Policy Position

Carbon Credit Trading Scheme (CCTS)

GFL actively participates in climate policy advocacy related to India's Carbon Credit Trading Scheme (CCTS) through engagement with relevant industry and trade associations. We contribute inputs on the design and implementation of the scheme to promote a fair, transparent, and effective carbon market framework. Our advocacy focuses on encouraging market mechanisms that support emissions reduction, technology adoption, and long-term decarbonization objectives aligned with India's climate commitments.

Business Responsibility and Sustainability Reporting (BRSR)

Through trade associations, GFL participates in discussions on evolving regulatory requirements related to Business Responsibility and Sustainability Reporting (BRSR). The Company advocates for disclosures that are practical, standardized, and aligned with international sustainability frameworks. By actively engaging with industry bodies and regulators, GFL contributes to improving reporting clarity, consistency, and comparability, while also supporting capacity building across industries to enhance the quality and effectiveness of sustainability disclosures.

Waste and Pollutant Management

At GFL, waste management is a key pillar of our environmental sustainability agenda. Guided by our Environment Management and Sustainability Policy, we focus on reducing waste at source, optimising resource use, and strengthening recycling and recovery practices across all operations. Our approach is grounded in circular economy principles and fully aligned with applicable regulatory requirements.

We strive to achieve Zero Waste to Landfill certification across applicable operational units, prioritising waste minimisation through reuse, recovery, and recycling. Regular training and waste audits help us to identify gaps and improvement opportunities, enabling the development of targeted action plans to systematically reduce waste generation. Clear and measurable waste reduction targets are established, with ongoing monitoring to ensure steady progress.

96% of Waste managed through reuse, recycle and recovery in FY'25

We target a 40% reduction in hazardous waste disposal in FY 2025-26 by switching to jumbo bags, optimising moisture content, and segregating waste by properties.

Operational Measures for Resource Optimisation:

- **Circular Economy:** We reduce dependence on virgin raw materials and improve overall resource efficiency through the 3R approach and closed-loop systems.
 - **Hazardous Waste Conversion:** We reclassified 32% HCl from hazardous waste to an industrial by-product with regulatory clearance, enabling reuse and cutting disposal volumes.
- **Effluent Recovery:** We upgraded the BALZ process at Ranjitnagar to recover 16 KLD from 24 KLD of euent, eliminating incineration costs with a 3-month payback.
 - **By-Product Reuse:** We leverage industrial symbiosis and secondary marketplaces to turn process waste into reusable, value-added materials across sectors.

Waste Performance

Parameters	Unit	FY 2022	FY 2023	FY 2024	FY 2025
Total waste recycled/ reused	MT	65,968	80,844	95,626	85,884
Total waste disposed	MT	8,596	3,173	2,534	3,563
Waste landfilled	MT	8,083	3,090	2,527	3,562
Waste incinerated without energy recovery	MT	103	40	07	01
Waste disposed other methods	MT	410	43	00	00

Hazardous Waste Disposal

Parameters	Unit	FY 2022	FY 2023	FY 2024	FY 2025
Total hazardous waste recycled/ reused	MT	2,578	3,065	66,641	85,549
Total hazardous waste disposed	MT	896	1,566	2,060	4,291
Hazardous waste landfilled	MT	444	487	1,769	3,562
Hazardous waste incinerated without energy recovery	MT	357	1,079	00	00
Waste disposed other methods	MT	95	00	291	729

Air Emissions

Parameters	Unit	FY 2022	FY 2023	FY 2024	FY 2025
Direct Chemical Oxygen Demand	MT	155.02	138.39	164.45	156.28
NOx Emissions	MT	78	114	86	98
SOx Emissions	MT	78	112	162	86

Note: Volatile organic compounds (VOC) is "Not Applicable". Since, GFL is primarily an inorganic chemical manufacturing company and thus, there's no Volatile organic compounds (VOC) emissions.

Water Management

At GFL, we are firm on implementing water conservation practices that reduce our environmental impact, while cultivating sustainable operations through a host of initiatives. Water is being a precious natural resource; we have set target of reduction of freshwater withdrawal and our efforts have resulted in 10% reduction than the previous year of FY’24. These has become possible with the following water conservation and other recovery, recycle and reuse options. We provide regular training on water management practice.

We house a fluoride removal treatment plant for rainwater collected from storm lines. During monsoons, high fluoride content in rainwater poses significant challenges for treatment in our Zero Liquid Discharge (ZLD) facility, increasing system load and substantially downsizing recycled water availability. To address this issue, we harness a comprehensive treatment process involving pH adjustment, fluoride and solids precipitation, and filtration. This initiative ensures all storm water is recycled for plant watering, free from fluoride, minimising environmental impact. We treat 100% of the wastewater in ETP & STP facilities.

Water Saving Initiatives:

- **Recycling UF Reject Water:** We recycle UF reject water instead of discharging it to the ETP in our FKM plant cooling tower, reducing freshwater consumption significantly.
 - ❑ **Freshwater conserved:** Recycling 810 KL/month.
 - **Recycling RO Reject Water:** We repurpose RO reject water from both our micro powder plants at Jolva and Dahej units, diverting it from the ETP to our cooling towers.
 - ❑ **Freshwater conserved:** Recycling 300 KL/month in each plant

Our Ranjitnagar unit has implemented the Zero Liquid Discharge while other two units Dahej and Jolva disposed of the treated effluent as per the regulatory norms only. During the reporting period, none of our manufacturing facilities received any notice of non-compliance regarding their water disposal.

We are committed to reducing water consumption across our operations through targeted interventions and continuous awareness-building among employees, highlighting a culture of responsible water stewardship. Comprehensive water audits are carried out regularly by both internal water experts and external assurance providers to analyse water usage patterns and identify opportunities for optimisation. In addition, detailed water-use assessments are conducted at all sites to evaluate efficiency gaps and guide the development of focused improvement measures. Based on these insights, we implement specific actions to minimise water withdrawal, enhance recycling and reuse, and strengthen wastewater quality through advanced treatment systems.

- **Hot Water Recycling from Flash Vessel:** We recycle the hot water generated from our Flash Vessel at the Dahej unit and provide it a new lease of life in our ERS, significantly reducing freshwater usage.
 - ❑ **Freshwater conserved:** Recycling 80 m3/day
 - **Condensate Recovery from Boiler HP Steam Line:** We implement new steam traps and redirect condensate water from our boiler, recycling it for reuse and eliminating wastage.
 - ❑ **Freshwater conserved:** Recovering 27 KL/day

Water Performance

Parameters	Unit	FY 2022	FY 2023	FY 2024	FY 2025
Total Withdrawal (Excluding seawater)	Million cubic meters	4.55	5.34	4.75	4.81
Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted (excluding seawater)	Million cubic meters	0	0	1.91	2.40
Total Net Fresh Water Consumption	Million cubic meters	4.55	5.34	2.84	2.41

Note: All our facilities are located in safe zones as classified by the Central Ground Water Authority (CGWA)

GFL has implemented a range of initiatives to strengthen its water stewardship practices, with a strong focus on water conservation, treatment, recycling, and reuse. Through continuous investments in infrastructure and process optimisation, we strive to minimise overall water

consumption and enhance operational efficiency. Over the past four financial years, GFL has not experienced any water-related incidents or financial impacts such as fines or penalties exceeding USD 10,000.

Dependency-Related Water Risks



We assess our operational dependence on freshwater by evaluating regional water availability, baseline water stress, and long-term supply reliability. This includes analysing our reliance on third-party, surface, and groundwater sources to identify potential scarcity risks that could affect production. Tools such as CGWA classifications are used to map areas with medium to high water stress and drought severity, ensuring operational planning accounts for regional water constraints.

Impact-Related Water Risks



We evaluate how our water withdrawal and usage may affect local ecosystems and communities. This includes assessing potential impacts on downstream water users, water quality, and biodiversity. We also examine whether treated effluent discharges could influence local water conditions. Our widespread adoption of advanced water treatment systems reflects our commitment to mitigating these impacts.

Assessment of Future Water Availability



Future freshwater availability is assessed using CGWA and Aqueduct frameworks, which provide insights into projected demand–supply gaps, drought intensity, and seasonal variability. We evaluate how climate variability and increasing industrial or community demand may influence long-term water access. These insights guide our resilience planning, including increased recycling, reuse, and identification of alternative water sources.

Assessment of Future Water Quality Risks



We examine how evolving industrial activities in surrounding catchments and potential regulatory changes may affect future water quality. This includes assessing risks associated with stricter discharge norms or degraded local water sources, which may increase treatment requirements. Our investment in advanced treatment technologies ensures continued compliance with tightening water quality standards.

Assessment of Impacts on Local Stakeholders



Our water risk assessment incorporates the needs of local communities and ecosystems, recognising that shared water resources must be managed responsibly. We analyse how water scarcity may affect households, agriculture, and neighbouring industries, and evaluate whether our operations could contribute to resource competition. Engagement with local stakeholders and measures to reduce freshwater dependency form key elements of our stewardship approach.

Assessment of Future Regulatory Changes



We monitor emerging state and national regulations related to water withdrawal, conservation, and effluent discharge. Anticipated changes may include stricter abstraction limits, enhanced treatment requirements, or mandated recycling thresholds. Our ongoing investment in advanced water treatment systems and water-efficient technologies ensures preparedness for future regulatory developments.

Biodiversity

We embedded biodiversity preservation into site-level planning and operational practices, in alignment with our environmental stewardship goals. By expanding vegetative cover, enhancing native species plantation, and engaging in landscape-level greening efforts, GFL actively contributes to ecological restoration and improved habitat quality across operational zones.

We are committed to a strict No Deforestation approach, ensuring full compliance with regional regulations while aligning with global principles for forest protection. Our objective is to achieve No Net Loss (NNL) of biodiversity across our sites through targeted habitat management,

ecological restoration, and site-specific biodiversity action plans. To support this, we have established dedicated policies to address biodiversity challenges and implement scientifically informed conservation and restoration measures.

Stakeholder engagement is a core pillar of our biodiversity management framework, enabling us to incorporate diverse inputs and maintain transparency in our actions. By embedding biodiversity considerations into our broader sustainability strategy, GFL strives to protect, restore, and enhance natural ecosystems, contributing meaningfully to global nature-positive ambitions.

Policy Commitment

GFL has adopted a comprehensive Biodiversity Policy that integrates biodiversity into strategic decision-making, business planning, and risk management. Oversight lies with the Board of Directors, with implementation led by the Sustainability Team and Plant Heads, and shared

accountability across all employees and contractors. The policy emphasises inclusive stakeholder engagement to strengthen decision-making, foster impactful partnerships, and drive measurable biodiversity outcomes.

Risk Assessment

We integrate Biodiversity Impact Assessments into the broader Environmental Impact Assessment (EIA) process for all greenfield and brownfield projects. Before initiating any development activity, we conduct detailed baseline studies with a focus on identifying and protecting endangered and vulnerable species, ensuring full compliance with national and international biodiversity standards. Our approach includes structured public consultations to incorporate insights from local communities and stakeholders.

To ensure transparency and credibility, assessments are carried out by independent third-party agencies accredited by the Ministry of Environment, Forest and Climate Change. Based on identified risks, we develop site-specific Biodiversity Management Plans aimed at avoiding, minimizing, and mitigating impacts. Biodiversity is integrated into multi-disciplinary company-wide risk management processes. Dependency-related and Impact-related biodiversity risks considered in risk assessment. The scope of assessment includes our operations and adjacent areas to own operations.

Parameters	No. of. Sites	Operational Area (Hectare)
Total Sites	3	123.59
Sites Assessed	3	123.59
Site's proximity to Critical areas/eco-sensitive zone	1	52.61
Sites with biodiversity management plans	1	52.61

Biodiversity Initiatives

- **Aforestation at Ranjitnagar:** Utilised 4 acres of Panchayat land to plant over 6,000 native trees like Neem, Gulmohor, and Peepal, achieving a 92% survival rate and strengthening local biodiversity.
- **Community Green Cover:** Planted 1,500 oxygen-generating trees at the Outpost Police Station, aiding air purification and improving urban green infrastructure.
- **Green Belt Development at Dahej:** Converted 20,235 sq. meters of GIDC land into a green belt with 7,500 trees to promote ecological balance and expand natural carbon sinks.
- **Agroecological Zone Creation:** Developed a mini orchard with 240 saplings, including mango, jamun, lemon, and sapodilla, supported by native vegetables to promote biodiversityfriendly farming

Product Stewardship

At GFL, product stewardship is central to our commitment to building a sustainable and resilient future. As we progress toward a low-carbon and resource-efficient economy, we recognise the important role our products play in addressing global sustainability challenges. Our portfolio is increasingly aligned with solutions that support climate change mitigation and adaptation, circular economy practices, pollution prevention, water stewardship, and biodiversity conservation.

In recent years, GFL has expanded into newer business segments such as electric vehicle-related projects and fluorospecialty businesses, reflecting our focus on sustainable innovation and future-ready solutions. This strategic diversification strengthens our ESG performance and reinforces our commitment to delivering products that contribute to long-term value creation while supporting environmental and societal goals.

Note: For more information on “Electric Vehicle-related and Fluorospecialty businesses”, refer Integrated Annual Report FY'25, pg. 68 & 69

Product Design Criteria



Choice of Raw Materials

Our production operations follow defined consumption guidelines for raw materials and key inputs such as water, electricity, and steam. We focus on minimising resource intensity throughout the manufacturing process by closely monitoring specific consumption metrics for energy and water. Any deviations from established benchmarks are actively investigated, and corrective measures are implemented to improve efficiency. By optimising production processes and prioritising sustainable sourcing and material use, we work to reduce environmental impact and promote responsible resource utilisation.



Distribution, Storage and Transportation

We apply green chemistry principles across the entire product lifecycle to reduce or eliminate hazardous substances. Every GFL product is developed, manufactured, stored, and distributed with a focus on reducing environmental and human health impact. This includes responsible raw material selection, maintaining product integrity, and ensuring safe manufacturing and storage practices. By integrating safer alternatives and environmentally preferred processes, we enhance operational safety and reduce environmental risks across our supply and distribution chain.



Direct Operations, Production & Manufacturing

We are committed to a circular economy approach and minimising waste across operations. Engineering and packaging materials are reused or sold, and by-products are utilised as raw materials in other processes where feasible. For example, fly ash generated at our power plants is supplied to brick manufacturing units for use as an input material, reducing landfill disposal and supporting resource recovery. We also increase the use of recycled materials and deploy water-saving technologies across our facilities to minimise environmental impact.

Significant investments in Research and Development (R&D) have enabled GFL to develop innovative solutions for substituting PFAS in fluoropolymer manufacturing in certain applications. This has resulted in reduced emissions of PFAS and supports global environmental objectives demonstrating our commitment to responsible product innovation.



Use Phase

Our products provide significant performance and durability benefits during the use phase:

- **FKM:** Designed to perform in extreme temperatures and harsh environments, meeting the growing demand for high-performance elastomers.
- **PFA:** Offer enhanced chemical resistance and anti-stick properties, supporting long-lasting and efficient use in industrial applications.
- **PVDF:** Known for high inertness and thermal stability, PVDF resins are widely used in moulding, extrusion, coatings, and additives, contributing to product longevity and operational reliability.

These properties increase product lifespan, reduce replacement frequency, and lower material consumption, supporting resource efficiency across customer operations.



End-of-Life Management

GFL actively promotes resource recovery and responsible disposal practices. At the Ranjitnagar unit, solvent recovery systems have been implemented, allowing recovered solvent to be reused in manufacturing processes with only minimal top-up requirements. This reduces solvent procurement and associated environmental impacts.

We comply with all applicable national and international waste management regulations and follow the “waste to wealth” principle by diverting waste streams to other industries as raw materials wherever feasible. This conserves natural resources and reduces carbon emissions.



Life Cycle Assessment

GFL has conducted a comprehensive Life Cycle Assessment (LCA) to evaluate the environmental impacts associated with its products across their entire life cycle from raw material extraction and manufacturing to use and end-of-life management. The assessment is designed to provide robust insights into the sustainability performance and environmental footprint of our products, enabling informed decision-making and continuous improvement.

The findings from the LCA support the integration of sustainability considerations into product design, process optimization, and strategic planning, helping minimise environmental impacts throughout the product life cycle. The products considered for LCA are PTFE, FKM, PVDF, PFA, 4-(Trifluoromethyl)benzyl alcohol, and 2-bromo-5-fluorobenzotrifluoride. These products contribute around 52% of total turnover. The impact categories considered are:

Resource Use	Ecological Consequences		Human Health
<ul style="list-style-type: none">Abiotic depletion (fossil fuels, minerals)Water depletion	<ul style="list-style-type: none">AcidificationEcotoxicityEutrophication	<ul style="list-style-type: none">Global warmingOzone depletionPhotochemical ozone formation	<ul style="list-style-type: none">Human toxicity

We have conducted a comprehensive Life Cycle Assessment (LCA) to analyse and assess the environmental impacts associated with six of our products. The aim was to gain valuable insights into the sustainability and environmental footprint of these products, helping us make informed decisions and implement strategies for minimizing their environmental impact throughout their life cycles.



Exposure to Hazardous Substances

GFL systematically assesses its exposure to hazardous substances across its entire product portfolio in line with regulations applicable to its key markets, including the UK REACH Regulation. As part of this assessment, the Company tracks the proportion of revenue derived from products containing substances classified as hazardous under Article 8 of UK REACH. Approximately 41–60% of

GFL’s revenue is associated with fluoropolymer products that fall within this classification. This enables GFL to understand risk concentration within its 100% of portfolio and supports informed decision-making on product stewardship, regulatory compliance, and risk mitigation measures across the value chain.

Hazardous Substances Commitment

GFL is committed to reducing and, where feasible, phasing out hazardous substances across its product portfolio. This commitment applies to all hazardous substances used in its products and is publicly communicated through company disclosures. GFL actively collaborates with industry associations to identify safer alternatives and advance

substitution pathways aligned with evolving regulatory and scientific developments. In parallel, the Company dedicates focused R&D resources to develop alternative materials, process innovations, and product redesigns aimed at reducing reliance on hazardous substances while maintaining performance and safety standards.

Renewable Raw Materials

At GFL, we aim to procure raw material in the most sustainable manner, and this is rooted in the commitment of the Company towards Sustainability. Priority is always given to usage of recycled products, material manufactured using least energy and most optimized process. By following this thinking, we ensure that the product manufactured by GFL have the least environmental impact. Along the same line, all employees responsible for sourcing are given continuous technical trainings and suppliers are also trained on latest trends and knowledge by conducting various seminars.

The Company is committed to responsible sourcing and material efficiency to minimise environmental impact. Priority is given to recycled inputs, energy-efficient materials, locally sourced supplies, and optimisation of resource use. Several critical inputs such as Hydrogen, Caustic Soda, Chlorine and DHF are produced in-house and reused across operations, supporting circularity and reducing transportation emissions. Procurement practices are supported through SAP-based monitoring, supplier engagement, and employee training programs to promote sustainable sourcing practices and continuous improvement in material efficiency.

Sustainable Revenues

GFL generates sustainable revenues through its Battery Chemicals business, which supports climate change mitigation and pollution prevention. The Company provides end-to-end solutions across the battery value chain, supplying high-purity, performance-critical materials for electric vehicles (EVs), energy storage systems (ESS), and

advanced electronics. These products play a vital role in enabling the energy transition by supporting clean mobility and renewable energy integration. The reported sustainable revenues represent the total income generated from GFL EV Products Limited.

Parameters	Unit	FY 2024	FY 2025
Sustainable revenues	INR	58,92,000	30,52,22,000

Climate Risk Management

Gujarat Fluorochemicals Limited (GFL) recognises climate change as a material business risk as well as a strategic opportunity for long term value creation. With diversified operations across fluoropolymers and refrigerants and major manufacturing sites at Dahej, Jolva and Ranjitnagar, the company operates in sectors that are exposed to both physical and transition related climate impacts. In alignment with the TCFD framework, GFL has undertaken a comprehensive Climate Change Risk Assessment (CRA) to evaluate potential risks and opportunities across its operations and value chain, guided by TCFD

Governance

GFL's climate governance framework ensures effective monitoring and accountability, integrating climate-related risks and opportunities into strategic decision-making. The Board, supported by the Managing Director and Deputy Managing Director, embeds ESG and climate priorities across the organisation. Oversight is driven through key committees the Corporate Sustainability Committee (CSC), Corporate Social Responsibility (CSR) Committee, and Risk Management Committee (RMC) which collectively guide climate strategy, performance, and regulatory alignment.

The Corporate Sustainability Committee (CSC) operates under the governance of the Chairman and Managing Director and is chaired by the Deputy Managing Director/CEO, who provides strategic leadership, while the Committee Head leads day-to-day operations by coordinating climate and sustainability efforts across all business units. The Committee Head reports CSC discussions and outcomes directly to the Managing Director, who then shares consolidated ESG and climate updates with the Board of Directors during quarterly meetings for strategic review and alignment

Climate strengthening Policies

GFL's policies reinforce its commitment to responsible business by managing ESG and climate risks for sustainable operations. They are approved by Executive Management and the Board, communicated to employees through training and internal channels, and shared with external partners during onboarding and contracting,

recommendations across four pillars i.e., governance, strategy, risk management, and metrics & targets. Through structured stakeholder engagement, the assessment identifies relevant climate risks and informs adaptation measures aimed at enhancing operational resilience and supporting broader value chain and community preparedness. This approach reflects GFL's commitment to integrating climate considerations into strategic decision making and advancing a low carbon and climate resilient growth pathway.

with GFL's priorities. Additionally, the Committee Head collaborates with Business Heads and site teams to implement mitigation actions, assess risks, and drive long-term sustainability plans in line with core policies on environment, energy, water, and risk management. In parallel, the Risk Management Committee reports other risk matters directly to the Board, while the CSC's two subcommittees the Sustainable Procurement Steering Committee and the SARS Committee provide focused oversight on environmental management, responsible sourcing, and regulatory compliance. Additionally, the CSR Committee addresses community and social risks arising from climate change that could trigger operational changes, ensuring that social dimensions of climate impacts are also governed effectively.

Climate responsibility is embedded across the organisation through performance-linked KRAs and KPIs aligned with business priorities and the UN SDGs. Variable compensation is tied to verified climate outcomes, with designated sustainability leadership overseeing key ESG metrics such as energy use, emissions, and disclosures.

with some sensitive policies restricted to the intranet. Key policies include the Environmental, Energy Management, Health & Safety, Board Diversity and Code of Conduct, with further details available on the company website under GFL Policies

Climate Strategy and Risk Assessment

Climate Strategy

GFL recognises Environment related compliance and sustainability as a material risk and opportunity across its value chain and adopts a forward-looking, scenario-based approach to assess both transition and physical risks.

Guided by the TCFD (now under IFRS S2 standards) the company aligns its strategy with the goals of the Paris Agreement, aiming to limit the global temperature rise preferably to 1.5°C.

Risk Assessment

GFL has carried out a comprehensive risk assessment to identify climate-related physical and transition risks. To assess potential future climate scenarios and their potential impact on our business. Risk assessment and scenario analysis was carried out for 3 manufacturing sites in India i.e., Dahej, Jolva and Ranjitnagar.





Assessment is performed using Risk likelihood and Impact parameters. Likelihood of risk is assessed using secondary research, while impact is evaluated through stakeholder engagement, along with mitigation measures based on current implementations or planned actions. We have evaluated the impact of climate change across our portfolio and assessed our climate resilient strategy with the short term (1-3 years), medium term (3-12 years) and long term (>12 years) timeframes.

Physical risks are mainly classified as acute and chronic physical risks.

- Physical risks: Risks resulting from event driven or longer-term change in climatic patterns causing damage to assets or supply chain disruption.
 - Acute physical risks: Acute risks are risks that arise from "a single extreme event or a series of events that occur over a short period of time, typically weeks or months." such as Floods and cyclones
 - Chronic physical risks: Refer to long-term shifts in climate patterns (e.g., sustained higher temperatures) that may cause sea level rise or chronic heat waves.



Acute Physical Risk Analysis:

Risk Type	Impact on Operations and Risk	Resilience/Adaptation Measures
 Heat Wave	Result in reduced workforce productivity and increased health and safety concerns. Dahej and Jolva are classified as medium risk	Provision of refreshments, shaded rest areas, and basic healthcare support during high-temperature periods
 Drought	Results in increased operating costs due to inadequate water availability for plant operations. All GFL sites are at medium risk	Implementation of water desalination plant, rainwater harvesting, alternate sourcing, targeting ZLD
 Cyclone	Due to water logging, causes disruption to operations, supply chain delays, and potential infrastructure damage. All GFL sites are at high risk.	Cyclone response plans, drainage maintenance and resilient supply chain setup
 Flood	Leads to logistics disruption, facility damage, and hamper work. All GFL sites are at medium risk.	Provision of refreshments, shaded rest areas, and basic healthcare support during high-temperature periods

Scenario Analysis

The climate risk assessment included scenario projections for temperature rise, precipitation, and water stress to evaluate the potential impacts of long-term changes in climate. GFL conducted physical risk assessment using both baseline and future climate scenario analyses aligned with the 3 Representative Concentration Pathways (RCP) and Socioeconomic Pathways (SSP) scenarios have been mainly considered for chronic risks based on the literature




of Inter-governmental Panel on Climate Change (IPCC) AR5 and AR6 reports. RCP scenarios and radiative forcing values compared to pre-industrial period from 1850-1900 is mentioned below. The analysis aimed to quantify deviations from historical levels across these scenarios. The scenario projection included the time horizon for 2030 (medium term) and 2050 (long term).

Scenario	RCP Scenario	Description	Linked SSP scenario	Radiative forcing (W/m2)
Optimistic	RCP 2.6	Very stringent pathway where CO ₂ emissions start declining by 2020 and go to zero by 2100	SSP1: Sustainability	0.9 – 2.3
Business As Usual (BAU)	RCP 4.5	Lower intermediate scenario, peak around 2040, then decline	SSP 2: Middle of the road	1.7 – 3.2
Pessimistic	RCP 8.5	Worst case climate change scenario	SSP 5: Inequality	3.2 – 5.4

*For water stress scenario RCP7-SSP3 is considered instead of RCP4.5-SSP2

Chronic Physical Risks Analysis:

Chronic risks identified and the impact across GFL are mentioned below. Identified chronic risks are assessed under RCP2.5, RCP4.5 and RCP8.5 and respective scenarios for medium and long term across all 3 locations.

Risk Type	Impact on Operations	Risk	Resilience/Adaptation Measures
 Temperature Rise	Increased energy demand, heat stress on workforce	<div><div></div><div></div><div></div><div></div><div></div></div>	Energy-efficient technologies, thermal comfort measures, and green design.
 Cumulative Precipitation	Water logging issues causing commuting and transport disruption. Logistical challenges for raw material and operating supplies. Additional energy demand to maintain for indoor air conditioning for raw materials	<div><div></div><div></div><div></div><div></div><div></div></div>	Upgrade facility drainage systems to handle higher water volumes. Maintain drains and stormwater systems to prevent blockages Assess the vulnerability of your supply chain to changing precipitation patterns
 Water Stress	Water scarcity in the region may increase water supply cost Procure water through tankers leading to increase in operational cost	<div><div></div><div></div><div></div><div></div><div></div></div>	Set up systems to capture, treat, and reuse water within the company's operations

Risk (RCP2.6-SSP1 Risk)

Risk (RCP4.5-SSP2)

Risk (RCP8.5-SSP5)





Medium

High



Transition Risk Analysis:

Risks or opportunities emerging from transition to low-carbon business pathway that involves regulatory changes, technology, and market changes to address mitigation and adaptation requirements related to changes in climate.

Risk Type	Description	Impact on operation	Mitigation
 Policy and Legal	ESG disclosure mandates like India's 2070 net-zero target and SEBI's BRSR, plus strict hazardous waste and EPR norms for persistent pollutants, raise compliance burdens.	Higher costs, operational changes, treatment/disposal expenses, fines, or production disruptions.	<ul style="list-style-type: none">Capacity building for regulatory readiness.Digital performance tracking.Partnerships with certified recyclers.Robust compliance systems for waste management.
 Market Risk	Rising global demand, import dependence, and EU PFAS restrictions threaten supply disruptions and cost volatility for raw materials.	Potential production halts and increased expenses	<ul style="list-style-type: none">Diversify and localize suppliers.Invest in low-GWP technologies.Adopt circular supply chain solutions.
 Technology Risk	Tightening environmental regulations and rising sustainability expectations accelerate the shift to low-emission, low-VOC technologies.	Short-term downtime and skill-building requirements during upgrades.	<ul style="list-style-type: none">Invest in efficient process upgrades and energy-saving systems.Implement digital ESG data management.Adopt lower-carbon transmission technologies.
 Reputation Risk	Growing expectations from investors and ESG agencies for transparent GHG reduction commitments heighten reputational stakes.	Potential scrutiny, project/financing delays, and loss of stakeholder confidence.	<ul style="list-style-type: none">Reinforce net-zero ambition with green technologies across operations.Publish timely ESG disclosures.

Climate Related Opportunities

GFL's climate risk assessment, aligned with the TCFD framework, identifies significant opportunities to enhance growth and sustainability through improved resource efficiency, product innovation, and strengthened operational resilience. The company is advancing energy efficient technologies and circular economy practices Reduce, Recycle, Reuse to lower emissions, optimise costs, and minimise waste. Leveraging its expertise in fluoropolymers and refrigerants, GFL is developing low-

carbon and low-VOC products, improving manufacturing efficiency, reducing effluents, and mitigating greenhouse gases such as HFC-23, while embedding green chemistry principles and sustainable procurement across its value chain. Simultaneously, the company is bolstering long term resilience by investing in emerging green technologies, including green hydrogen and battery and supercapacitor materials, through its specialised subsidiaries.

Risk Management

Gujarat Fluorochemicals Limited (GFL) employs a comprehensive Enterprise Risk Management (ERM) framework encompassing risk identification, assessment, calculation of gross risk, mitigation and monitoring, and comprehensive reporting across key areas such as financial, operational, climate related topics, ESG, and cybersecurity risks. To maintain a robust and responsive risk management practice, GFL's Risk Committee reviews the ERM and Risk Register every six months, updating

them based on recent climate risk assessments to incorporate both physical and transition risks. This ERM framework drives continuous improvement aligned with GFL's strategic goals and values, supporting resilient long-term growth. GFL addresses diverse risks, including geopolitical risks affecting exports, raw material shortages linked to climate variability, operational disruptions from extreme weather events, and evolving regulatory requirements.

Identification	GFL aligns its climate risk identification with TCFD and IFRS S2 frameworks, assessing physical and transition risks under various IPCC climate scenarios.
Assessment	<p>The company conducts comprehensive risk assessments using historical data and climate scenario modelling for nuanced understanding. For the inherent risk rating, each identified risk is evaluated based on two key parameters:</p> <ul style="list-style-type: none">Likelihood: The probability of a risk event occurring is rated on a scale of 1 to 4, where 1 represents rare occurrences and 5 represents highly expected risks. The assessment draws from historical data, emerging trends, and expert judgment.Impact: The severity of consequences if the risk materializes is rated on a scale of 1 to 4, where 1 signifies minor effects and 5 represents critical consequences for financial stability, operations, and sustainability performance. <p>The inherent risk rating is derived by multiplying the likelihood and impact scores, yielding a final score from 1 to 16, where higher scores indicate more critical risks requiring immediate attention.</p>
Gross Risk Evaluation	Scenario modeling helps determine the impact and likelihood of identified risks.
Mitigation and Monitoring	Stakeholder interviews support evaluation and continual improvement of mitigation strategies.
Reporting	A visual Risk Rainbow summarizes final risk outcomes, facilitating transparent communication with stakeholders for informed decision-making.

GFL's dynamic risk management approach integrates climate risks into the overall ERM framework, strengthening resilience, protecting asset value, and enhancing long term sustainability. For detailed

information, please refer to the Risk Management Methodology section on pages 49-51 of the Integrated Report.

Metrics and Targets

For Gujarat Fluorochemicals Limited (GFL), clearly defined metrics and targets are crucial to track progress and ensure accountability in achieving its strategic objectives. These performance indicators focus on sustainability, risk management, and operational excellence, enabling focused efforts across the organization. By setting ambitious yet realistic targets, GFL drives continuous improvement and aligns its initiatives to support long term growth and climate resilience.

Below are GFL's key targets to be achieved and their status: from Base Year of FY 2024

No	KPI	Short Term (FY 30)	Medium Term (FY 35)	Long Term (Net Zero)	Current Status (FY25)
1	Absolute Scope 1+2 GHG Emissions Reduction (%) WB2°C Scenario	42%	63%	90% (FY40)	4.05% reduction from base year
2	Scope 3 GHG Emissions Reduction (%) WB2°C Scenario	25%	37%	90% (FY50)	--
3	Renewable Energy (%)	57%	NA	--	30% RE capacity 21% increase from base year
4	Waste Management	--	100% of sites are certified for waste to landfill.	--	4% of waste is sent to landfill
5	Water Management	--	Achieve 100% water neutrality across all sites.	--	Effluent Recycling System (All Units) -Backwash Water Recovery via ERS (Dahej Power Plant) -UF Backflush Water Reuse (Dahej) - Other water reuse initiatives

Climate Related Management Incentive

Head – Corporate Sustainability	Business HODs	AGM – Sustainability
Incentive – Recognition; KPIs – Efficiency / Energy & Water Management / Emission Reduction		
The Head of Corporate Sustainability plays a crucial role in enhancing operational efficiency through sustainability-driven initiatives. This includes optimizing resource utilization, improving environmental performance, and ensuring compliance with climate-related regulations and corporate sustainability goals. Recognition is provided for measurable improvements in efficiency, aligning with the company's commitment to responsible environmental stewardship.	Business HODs are incentivized to implement and promote energy-efficient practices within their respective operations. Their role includes driving energy conservation initiatives, adopting cleaner technologies, and improving process efficiencies to reduce overall energy consumption. Recognizing their contributions fosters a culture of sustainability and supports the organization's climate action targets.	The AGM for Sustainability is instrumental in ensuring workplace safety and addressing sustainability-related challenges. This includes mitigating environmental risks, enhancing safety protocols, and fostering compliance with sustainability frameworks. Recognition is granted for proactive risk management, effective sustainability programs, and contributions to workplace improvements.

SOCIAL

At GFL, we lead the charge in shaping a talent-first organisation – an ecosystem where every individual is entrusted, empowered, and encouraged. Going beyond conventional wisdom, we internalise an approach of human capital management that integrates inclusive hiring, holistic development, and performance-led growth. From recruiting and onboarding new talent to nurturing and supporting our existing team, we focus on every aspect through an encompassing strategy.

By adopting a culture shaped through diversity, well-being, and continuous learning and with a permanent workforce of 8,405, we promote a diverse and inclusive workplace, with women representing approximately 3% of our total permanent workforce. We cultivate a resilient workforce that shares our aspirations, drives collective excellence, and remains agile in navigating sectoral and societal shifts.

Our approach to employee development includes technical and leadership training programs, employee wellness offerings, and open communication channels that

provide transparency, and engagement. We uphold the highest standards of human rights and workplace safety, conducting 100% coverage of human rights and safety assessments across all units and offices.

At GFL, our social responsibility extends far beyond the workplace. We grow with the belief that meaningful progress stems from collective development. We maintain active engagement with a diverse range of stakeholders through structured communication channels, digital tools, and on-ground interactions. In FY 2024-25, we invested ₹23.16 crore in CSR activities. Our community initiatives are closely aligned with the Sustainable Development Goals (SDGs) and national development significances, focusing on health, empowerment, and environmental causes, help us build and nurture a global, purpose-driven brand.

Our policies and practices are guided by applicable labour regulations and global best practices to ensure employee well-being, dignity at work, and inclusive growth.

Our set of Social Policies includes:

- 

Guideline on Anti-Slavery & Anti Human Trafficking
- 

Guideline on Child Labour
- 

Guideline on Equal Employment Opportunity, Gender Equality Protection
- 

Guideline on Forced/Bonded Labour prohibition
- 

Guideline on Prevention of Sexual Harassment

- 

Guideline on Protection of Human Rights
- 

Guideline on Wage & Salary Determination
- 

CSR Policy
- 

Health & Safety Policy

Responsible Labor Practices

At GFL, we uphold fair labour and employment practices by ensuring payment of a living wage, maintaining controls to avoid excessive working hours, and defining work hours in line with applicable regulation and company policies. We are committed to equal opportunity and remuneration for men and women, provide employees with paid annual leave as per applicable company and legal guidelines.

We have a transparent process in place supported by applicable regulatory requirements for minimum consultation or notice periods in the event of mass terminations. These measures reinforce our dedication to a safe, equitable, and respectful workplace.



Total Permanent Employee

Parameter	Unit	FY 2022	FY 2023	FY 2024	FY 2025
Employees	Nos.	2,830	3,312	3,242	3,405

Parameter	Gender and Age-wise employees breakup					
	Male			Female		
Age group	<30 years	30 - 50 years	>50 years	<30 years	30 - 50 years	>50 years
Number of employess	924	2056	311	47	58	9

Gender Pay Gap

Employee Level	Women Average	Men Average
Key Managerial Personnel	0	88,96,350
Employees other than BoD and KMP	6,74,450	6,40,000
Workers	3,00,000	5,92,902

The Gross wages paid to females as % of total wages have been verified by a third-party assurance provider.

Workforce Breakdown: Gender

Diversity Indicator	Percentage (%)
Female share of total workforce (%)	3%
Females in all management position including senior, middle, and junior management position (as % of total management workforce)	3%
Females in junior management position (as % of total junior management positions)	0%
Females in top management position, i.e., maximum two levels away from the CEO or comparable positions (as a % of total top management positions)	3%
Females in management positions in revenue-generating functions (e.g., sales) as a % of all such managers (i.e., excluding support functions such as HR, IT, Legal, etc.)	1%
Total number of women employees in STEM related positions	1%

Workforce Breakdown: Nationality

Nationality	Share in total workforce (as % of total workforce)
Indian	100%

Human Rights

GFL is strongly committed to respecting and promoting human rights across all our operations and throughout our value chain. This commitment is deeply embedded in our corporate culture and shapes our everyday business practices. We strive to provide safe, fair, and inclusive workplaces by fully complying with applicable labour laws and maintaining zero tolerance for forced labour, child labour, or any form of discrimination.

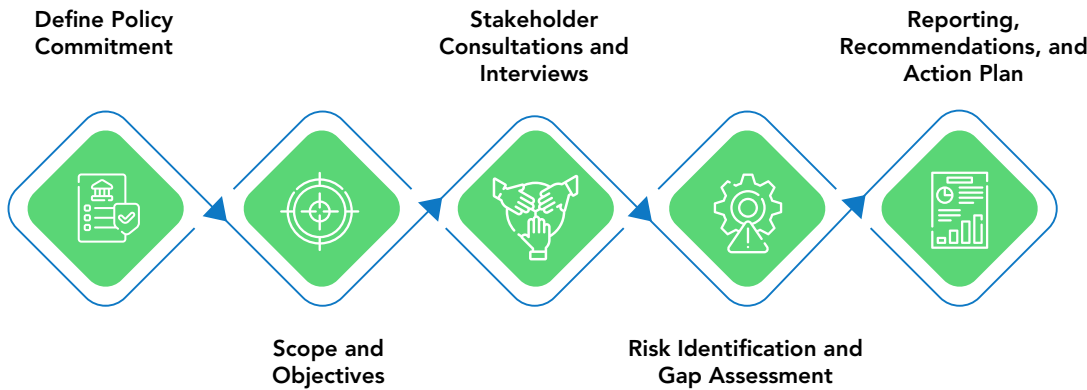
To extend these standards beyond our own operations, we have established a robust Supplier Code of Conduct that clearly outlines our human rights expectations for

all business partners, ensuring we work with entities that uphold similar ethical values.

In our engagements with local communities, we respect their rights related to land, livelihoods, and cultural heritage, and ensure all interactions are conducted with transparency, sensitivity, and integrity. We also actively foster diversity and inclusion, offering equal opportunities and fair treatment to all individuals regardless of race, gender, religion, or disability, etc. thereby strengthening our commitment to a respectful, inclusive, and equitable work environment.

(For more information on our ‘Human Resource Management’, refer pg. 73, 85-87 of Annual Integrated Report FY’25)

Human Rights Due Diligence



Our HR Due Diligence process begins with establishing a clear policy commitment, ensuring alignment with organizational values, labour standards, and human rights principles. We define the scope and objectives of the assessment to focus on critical areas such as forced labour, human trafficking, child labour, freedom of association & collective bargainig, and discrimination, ensuring compliance with international human rights standards like the Universal Declaration of Human Rights and ILO conventions. This structured approach provides a comprehensive understanding of both strategic and operational HR aspects. We monitor and addresses groups that can be at risk such as Own employees, Women, Children, Indigenous people, Migrant workers, Third-party employees, and Local communities etc.

As part of the HR DD process, we conduct stakeholder consultations to gain insights into actual practices and

validate documented procedures. These engagements help identify potential areas of concern. The findings are analyzed highlighting gaps, related risks, and opportunities for improvement. The process culminates in a reporting, recommendations, and action plan, which outlines key observations and provides practical strategies to strengthen HR governance, enhance workforce management, and ensure adherence to ethical and regulatory standards.

We are committed to building awareness on human rights across our workforce through mandatory training programs covering key topics such as the Prevention of Sexual Harassment (POSH) and the importance of fostering a respectful, inclusive, and non-discriminatory workplace.

Human Rights Assessment

We regularly conduct Human Rights Assessments across our operations, joint ventures, and tier-1 suppliers. These assessments are undertaken with the support of third-party experts and internal subject matter specialists to ensure a thorough evaluation of potential risks and adherence to human rights standards. At GFL, we take proactive measures by conducting awareness sessions to ensure that our vendors and suppliers fully comprehend and adhere to human rights standards.

Human Rights Indicator assessed at business units & offices are Child labour, Forced/involuntary labour, Sexual harassment, Discrimination at workplace and Wages.

The table below outlines the scope, coverage, and outcomes of these risk assessments.

Sr. No.	Category	Coverage	% of total assessed where risks have been identified	% of risk with mitigation actions taken
1.	Own Operation	100%	Nil	NA
2.	Tier 1 Suppliers	100%	Nil	NA
3.	Joint Ventures	100%	Nil	NA

Note: All Tier 1 suppliers have confirmed their compliance with key human rights aspects by formally acknowledging GFL's Supplier Code of Conduct

Human Rights Mitigation

We adopt a proactive approach to identifying and mitigating human rights risks in new business relationships such as mergers, acquisitions, and joint ventures. As part of our human rights due diligence process, we systematically assess potential risks to ensure that all new engagements align with our ethical standards and human rights commitments. Comprehensive assessments are conducted prior to entering any new agreement, ensuring that prospective partners uphold values consistent with our own.

Our 100% of the sites have systematic mitigation plans and processes to address any human rights concerns. We did not receive any grievances or complaints regarding human rights issues in the reporting year FY'25.

We also maintain a continuous and systematic review of our human rights risk mapping across our operations and supply chain. Regular evaluation enables early identification and effective remediation of emerging concerns, highlighting our adherence to international standards such as the Universal Declaration of Human Rights and ILO Conventions. Any identified risks are promptly addressed through targeted corrective actions, ensuring that our partners and acquisitions consistently uphold strong human rights practices.

Human Rights Remediation

We have established grievance mechanisms and a transparent process to address potential or actual human rights violations. The process includes the following steps:

1. We have put in place a robust system to uphold integrity and transparency across our organisation. Our 'Ethics Line' online portal empowers employees to report unethical behaviour anonymously, ensuring their voices are heard without fear.
2. The Ethics Officer is committed to thoroughly investigating these reports and keeping whistleblowers informed of the progress. Conduct a detailed and impartial investigation to understand the nature, cause, and impact of the reported human rights issue.
3. Collaborate with affected stakeholders to take corrective measures.
4. Conduct follow-up reviews and provide training to prevent breaches in the future.

Upon identifying any issue, we initiate prompt remediation actions, which may include:

1. Ensuring fair resolution and implementing corrective measures, such as improving working conditions or addressing specific grievances.
2. Introducing additional training programs to prevent recurrence and enhance awareness across the workforce.

Human Capital Management

We believe that continuous learning is fundamental to building a resilient, innovative, and future-ready organization. Our Learning and Development (L&D) approach is deeply embedded into our business strategy and organizational culture, aimed at strengthening technical expertise, leadership capabilities, operational safety, and ethical conduct across all levels of the workforce.

We follow a lifecycle approach to capability building beginning with induction and functional training and progressing through structured career development and leadership pathways.

To support holistic employee growth, we offer a diverse range of development programs and learning methods, both internal and external. These include coaching and mentorship opportunities, employee resource groups

and collaborative networks, and dedicated leadership development programs to nurture future leaders.

We also provide cultural education initiatives that promote awareness, respect, and appreciation of diverse cultural backgrounds and perspectives. We deliver continuous training programs across various functional areas to strengthen employees' learning capabilities, ensuring they remain updated with industry best practices and equipped with relevant, future-ready skills. These initiatives help professional growth within the organization and help employees remain employable even after voluntary or involuntary separation. These transition programs support employees for retirement or separation by enhancing continued employability and enabling smooth career transitions. Complementing these efforts, we also provide digital transition program that equips employees with the skills needed to adopt new digital tools and technologies.

(For more information on 'Training & Development', refer pg. 77-81 of Annual Integrated Report FY'25)

Indicator	Values
Average hours per FTE of training and development FY 2024-25	43.9

Training Breakdown FY'25

Topic	Total Training Hours	Male	Female
Occupational Health & Safety and Environment Management	66,571	65,595	976
Behavioural Development	24,057	22,095	1962
Technical Skill Training	18,804	18,480	324
Management Systems	20,147	19,796	351
Cybersecurity Awareness	5,259	4,992	267
Fair Business Practices	8,100	7,656	444
Social Accountability	3,322	3,102	220
Human Rights & Gender Topics	2,222	1,996	226

Hiring

At GFL, we recognize that effective talent attraction and retention are vital for sustaining long-term growth and maintaining a competitive edge in a dynamic industry landscape. Our approach goes beyond hiring high-calibre professionals as we focus equally on developing their capabilities and advancing persistent organizational commitment.

We adopt a strategic, principle-based talent management framework aimed at building a skilled, ethical, and future-ready workforce that grows alongside the organization and

drives sustained value creation. Our efforts are centered on attracting, developing, engaging, and retaining high-potential talent through structured processes and robust HR practices.

To strengthen our talent pipeline, we leverage multiple recruitment channels, including competency-based hiring and strategic academic partnerships, ensuring access to diverse and capable professionals.


Particulars	FY 2023	FY 2024	FY 2025
Total number of new employee hires	1,839	823	811

Hiring Breakdown in FY'25


Particular	Age Group			Gender	
	<30	30-50	>50	Male	Female
Junior Management	13	82	2	88	9
Middle Management	-	25	4	28	1
Senior Management	-	3	4	6	1
Staff & Worker (full-time)	507	171	-	627	51

Performance Appraisal

At GFL, we pursue an individual-based performance appraisal framework through our Performance Management System (PMS) on yearly basis by following approaches:



The Management by Objectives (MBO) approach, which focuses on setting clear, measurable goals and expectations for every employee. Regular check-ins and performance reviews ensure continuous alignment between individual contributions and the organization's strategic priorities.



To cultivate a growth-oriented culture, we encourage Agile Conversations between managers and employees, emphasizing real-time feedback, career progression, and personalized development plans. These ongoing dialogues empower employees to adapt, upskill, and evolve in line with dynamic business requirements. The performance management cycle culminates in comprehensive annual reviews.

Long-term Incentive

At GFL, employees across all management levels are incentivized through a structured framework that links annual performance targets with long-term key performance indicators (KPIs). Progress is evaluated annually by reporting managers, who also support

Long-Term Incentives with Sustainability Goals

GFL has also established a comprehensive set of sustainability targets, including decarbonization, renewable energy adoption, energy and water efficiency, and circularity. In line with the timelines for these goals, relevant departments and individuals define their

employees in developing action plans to achieve their goals. Incentives are awarded in accordance with the company's policy and are directly tied to performance outcomes.

KPIs with annual milestones to monitor progress. As the organization advances toward these sustainability commitments, employees are recognized and incentivized based on their contributions to achieving the defined milestones.

Employee Well-being Programs

At GFL, we place strong emphasis on the mental, physical, and emotional well-being of our employees. Our Fitness and Wellness Programs promote physical health through fitness and ergonomics mentorship, sports initiatives, wellness challenges, and access to essential health resources. Recognizing the growing importance of mental health, we also support our employees through mental and emotional well-being initiatives.

We are committed to adopting supportive and flexible working conditions that enable employees to balance their personal and professional responsibilities. This includes offering flexible working hours and providing work-from-home arrangements where required, prioritizing both productivity and employee well-being.

To further support employees and their families, we offer paid parental leave of 26 weeks for primary caregivers and 1 week for non-primary caregivers along with access to childcare facilities such as an on-site crèche. In addition to parental leave, we provide a range of other leave benefits, regular health check-ups, and medical insurance coverage for employees ensuring holistic support and care.

We implement other host of welfare measures which is extended to both permanent and contractual employees that includes subsidised meals, transportation, uniforms, and social security coverage.



Employee Turnover Rate

The total turnover rate refers to the proportion of employees who leave an organization over a year as a percentage of the total employees. The total employee turnover rate is the sum of the voluntary and involuntary

employee exits. Since GFL has experienced only voluntary exits as resignations and/or retirements, the voluntary employee turnover rate is the same to the total turnover rate.

Particulars	FY 2022	FY 2023	FY 2024	FY 2025
Total employee turnover rate	23	30	17	31
Voluntary employee turnover rate	23	30	17	31

Particular	Age Group						Gender	
	<30		30-50		>50		Male	Female
	Male	Female	Male	Female	Male	Female		
Total Turnover Rate (Permanent Employees)	56	4	34	2	4	-	94	6

Note: This employee turnover rate breakdown is for FY'25

Employee Satisfaction

At GFL, we strive to create a supportive and engaging workplace where employees feel motivated, valued, and connected. To continuously gauge workforce sentiment, we conduct engagement surveys that assess key factors such as job satisfaction, purpose, well-being, and stress. The insights generated from these surveys help

us understand the overall employee experience and morale across the organization. We carefully analyse the feedback to design focused interventions that strengthen engagement and nurture a positive, high-performing work culture.

Particulars	FY 2022	FY 2023	FY 2024	FY 2025
Employee Engagement Score	79%	82%	86%	85%
% of employees who responded to the survey	-	-	80%	87%

Freedom of Association

At GFL, 100% of the workforce is represented through various committees established across the organisation. These committees function as important platforms for collective bargaining, enabling employees to raise concerns, share feedback, and participate in discussions

that address workplace matters. This structure ensures that every employee has a voice and is meaningfully involved in decision-making processes that affect them.

Social Dimension

Occupational Health & Safety

At GFL, we cultivate a strong Occupational Health and Safety (OH&S) culture that is embedded into every aspect of our operations from organizational planning to routine activities on the shop floor.

We have established a comprehensive Occupational Health and Safety Management System, driven by our top management commitment. Our approach is proactive and inclusive, involving every level of the organisation to build a robust safety culture.

Safety assessment of 100% of plants in alignment with ISO 45001

Our system integrates meticulously crafted policies, standards, procedures, and practices aimed at identifying and addressing workplace hazards, promoting overall employee well-being, and ensuring stricter adherence to applicable health and safety regulations. We also involve representatives from contract workmen at every stage, reinforcing our focus on a safe, supportive environment. OH&S standards are integrated into our procurement practices and contractor agreements, ensuring that everyone working with or for GFL meets the same level of safety requirements.

We conduct risk and hazard assessments across our plants to proactively identify safety concerns, enabling us to prioritise high-risk areas and implement targeted mitigation plans with measurable outcomes. The processes we adopted include regular workplace inspections to identify potential hazards and conducting risk assessments to evaluate the likelihood and potential consequences of these hazards and defining control measures for mitigation.

66,571 training hours for ‘Occupational Health & Safety and Environment Management’

We have systems such as PHA (e.g., HAZOP), Job Safety Analysis (JSA), Qualitative Risk Assessment (QRA) and Safety Audits of work areas. We have a Permit to Work (PTW) system established for all non-routine activities. We conduct a preliminary JSA along with the workmen involved in the activity prior to issuance of the permit.

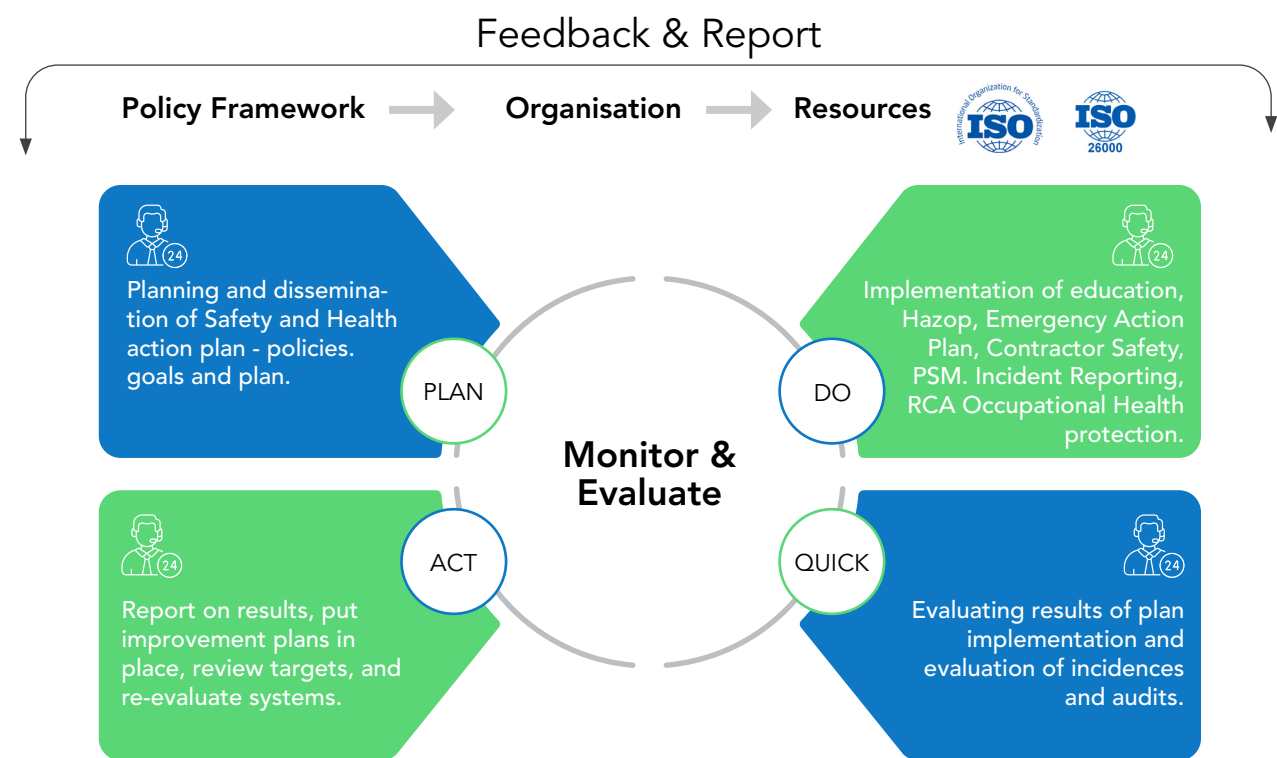
We also maintain well-structured processes for emergency preparedness and response to ensure swift, coordinated action during critical situations. Incident investigations form a key part of our safety management approach. Every incident is investigated in detail to determine its root cause and establish corrective and preventive actions.

We maintain safe workplace with comprehensive OH&S training for employees, contractors, and other relevant parties to strengthen awareness and reduce operational risks. Employees are urged to report unsafe acts, conditions, or near misses. They can do so through several channels, including a dedicated digital platform, workplace safety committees, and direct communication with supervisors.

We have implemented robust processes that encourage and empower our employees and workmens to report work-related hazards and take necessary actions to mitigate potential risks. Also, we have a Non-Retaliation Policy in place which empowers workmen to report any safety-related violation at the workplace fearlessly. To maintain transparency and accountability, we monitor both leading indicators (such as unsafe acts and near misses) and lagging indicators (such as incidents, ill health, and injuries). Monthly safety communication sessions and ongoing awareness initiatives help reinforce this commitment.

(For more information on ‘Key Campaigns and Structured Safety Initiatives, refer pg. 82-83 of Annual Integrated Report FY'25)

OHS Framework & Governance Structure



Fatalities

Particulars	FY 2022	FY 2023	FY 2024	FY 2025
Employees	4	0	0	1
Contractors	4	0	0	4

LTIFR

Particulars	Unit	FY 2022	FY 2023	FY 2024	FY 2025
Employees	n/ million hours worked	1.09	0.52	0.9	0.73
Contractors	n/ million hours worked	0.59	0.18	0.54	0.78

Process Safety Events – Tier 1

Particulars	Unit	FY 2022	FY 2023	FY 2024	FY 2025
Number per million hours worked	number	0.25	0	0	0.10

Customer Engagement

Our commitment to customer satisfaction is central to our operations, with a strong focus on value creation through sustainable practices and the active integration of customer feedback into our business processes.

Since we primarily serve the B2B market, maintaining high levels of customer satisfaction is especially critical, as our customers rely on us as long-term partners for quality, reliability, and responsible business conduct. Through transparent communication and continuous improvement, we strive to deliver solutions that align with our sustainability objectives while enhancing overall customer satisfaction and trust.

We regularly review customer inputs, concerns, and improvement suggestions to strengthen service quality and operational performance. In parallel, we ensure that our customers are well informed about our sustainability practices, policies, and commitments.

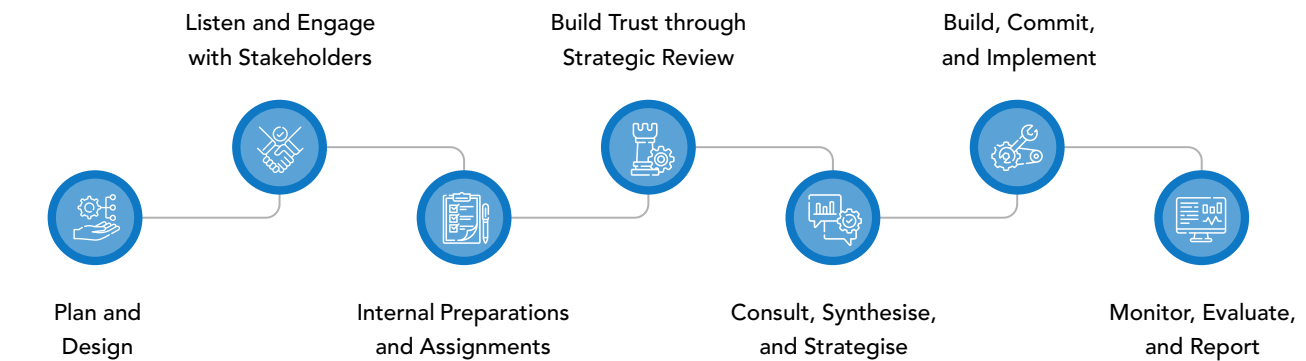
Particular	Unit	FY 2022	FY 2023	FY 2024	FY 2025	Target FY 2025
Percentage of satisfied customer	Percentage	100	97	80	100	97

Stakeholder Engagement & Community Relations

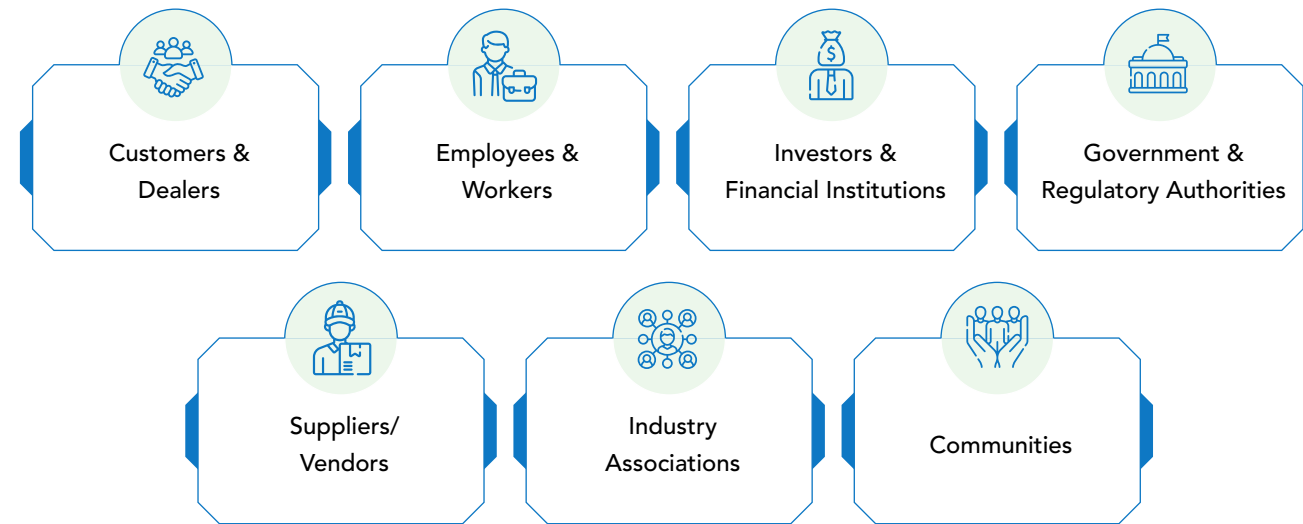
We view Stakeholder engagement as a strategic imperative integral to GFL's long-term success. By encouraging open, two-way dialogue with customers, partners, employees, and communities, we continue to synchronise our priorities with their shifting expectations.

This inclusive approach increases trust, cultivates transparency, and drives innovation. It also enables us to make more informed, responsible decisions that promote sustainable growth. We believe that lasting value is created when Stakeholders are constantly consulted and actively engaged in shaping outcomes that benefit business, society, and the environment as a whole.

Stakeholder Engagement Process



Stakeholder Ecosystem



Our stakeholder engagement program is implemented across all local operations and is designed to ensure open dialogue, transparency, and responsiveness to community needs and expectations. We are committed to creating value for local communities, recognising them as essential

partners in shaping a resilient and inclusive growth ecosystem. By actively supporting their development through meaningful engagement and targeted initiatives, we aim to nurture future customers and employees, grow alongside these communities, and unlock shared progress.

How We Engage	Engagement Frequency	Focus Areas	Material Topics Linked
<ul style="list-style-type: none">• Interactions during the implementation of CSR projects• Interviews with local community representatives• Public hearing• CSR cell engagement with community and community-centric newsletter	<ul style="list-style-type: none">• Throughout the year	<ul style="list-style-type: none">• Generating livelihood opportunities• Implementing new technologies and smart solutions• Minimising negative environmental impact	<ul style="list-style-type: none">• Emissions and climate change• Water effluents and waste management• Chemical spills• Local community involvement and development

We conduct local stakeholder and community impact assessments to understand the social, environmental, and economic impacts of our operations on surrounding communities. Clear communication channels are established to enable stakeholders to raise concerns, provide feedback, and seek information from the company.

effectively with us. We also conduct reviews to assess the effectiveness of our engagement strategy and identify areas for improvement. Periodic meetings with community representatives help us identify emerging issues.

To further strengthen engagement, we undertake capacity-building initiatives that empower local stakeholders with the knowledge and tools needed to engage

All grievances received through various channels are systematically tracked, reviewed, and resolved through defined mechanisms, ensuring accountability and timely action. This structured and inclusive approach ensures that stakeholder engagement remains consistent, responsive, and embedded across all our operations.

(For more information on Stakeholder Engagement, refer IR pg.43-47)

Notes



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Gujarat Fluorochemicals Limited
ESG Databook 2024-25
(CIN L24304HP2018PLC011898)