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|  |     | <h1 style="text-align: center; color: red;">MATERIALITY<br/>ANALYSIS</h1> | Doc No.        | AL/COR/EHS/PLY/07 |
| Department                                                                       | EHS |                                                                           | Effective Date | 02/06/2026        |
|                                                                                  |     |                                                                           | Revision Date  | 02/06/2026        |
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## 1. PURPOSE

The purpose of this document is to define the approach followed by Alternicq Limited (AL) to identify, assess, prioritise and manage the environmental, social, governance (ESG) and business topics that are most significant to the Company and its stakeholders, and to record the outcome of the Double Materiality Assessment conducted during January – February 2026.

The assessment report is dated 11-02-2026.

## 2. SCOPE

This document shall apply to all establishments of Alternicq Limited, and each function shall be made a partner in implementing the outcomes of the materiality assessment.

It is applicable to all Alternicq Limited business units, including subsidiaries, joint ventures, acquisitions, managed sites, corporate offices and research facilities. It covers the Company's own operations as well as its upstream and downstream value chain, and considers the perspectives of all internal and external stakeholders, including employees, contractors, customers, investors, suppliers, business partners, regulators and communities.

## 3. REFERENCE FRAMEWORK

- GRI Universal Standards 2021 – GRI 2: General Disclosures and GRI 3: Material Topics (base principle for the assessment)
- GRI Topic Standards as mapped to each material topic (Section 12)
- Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS) – double materiality concept
- Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)
- Sustainability Accounting Standards Board (SASB) standards – for peer and industry benchmarking
- United Nations Sustainable Development Goals (SDGs) – 2030 Agenda for Sustainable Development
- Science Based Targets initiative (SBTi) – near-term and net-zero commitments
- Companies Act, 2013 – requirements for the Enterprise Risk Management (ERM) Policy

## 4. DEFINITION

| Term                         | Definition                                                                                                                                                                                                                                                                                 |
|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Material topic</b>        | A topic that represents the organisation's most significant impacts on the economy, environment and people, including impacts on human rights, and/or that significantly influences the Company's financial performance and enterprise value.                                              |
| <b>Double materiality</b>    | An approach that considers both the impact of the organisation on external stakeholders, society and the environment, and the impact of external sustainability factors on the organisation.                                                                                               |
| <b>Impact materiality</b>    | The actual or potential, positive or negative impacts of the Company's activities and business relationships on the environment and society ("inside-out" view).                                                                                                                           |
| <b>Financial materiality</b> | The extent to which sustainability-related matters affect the Company's development, financial performance, position and enterprise value ("outside-in" view), used in the broad sense of affecting the value of the Company and not only measures recognised in the financial statements. |
| <b>Severity</b>              | The magnitude of an impact, rated by stakeholders on a scale of 1 to 5, with 5 denoting the highest severity.                                                                                                                                                                              |

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| Term                   | Definition                                                                                                                                              |
|------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Likelihood</b>      | The probability of occurrence of an impact (High / Medium / Low), based on historical data and future forecasts.                                        |
| <b>Irremediability</b> | The degree of difficulty in reversing or counteracting a negative impact.                                                                               |
| <b>Stakeholder</b>     | An individual or group whose interests are affected, or could be affected, by the Company's activities, or who can influence the Company's performance. |

## 5. POLICY STATEMENT

Alternicq Limited is dedicated to embedding sustainability into its strategic decision-making by:

- Undertaking a comprehensive Double Materiality Assessment every two years, in accordance with GRI 3: Material Topics 2021;
- Engaging continuously with internal and external stakeholders and integrating their concerns and priorities into the assessment; and
- Integrating the identified material topics into the Company's business strategy, Enterprise Risk Management framework, performance management systems and sustainability disclosures.

## 6. POLICY OBJECTIVES

The objectives of this policy are to:

- Identify and prioritise the ESG and business topics that are most significant to AL's long-term value creation and sustainable growth.
- Evaluate both the Company's impacts on the environment and society and the influence of sustainability-related matters on its financial performance.
- Provide strategic input that informs the direction of AL's business verticals and functions.
- Establish Key Performance Indicators (KPIs) for departments and their leaders that are aligned with the material topics.
- Enable proactive identification, assessment and management of material ESG risks and opportunities through the ERM framework.
- Benchmark material topics against industry peers, global megatrends and reporting frameworks.
- Ensure transparent and consistent disclosure of material topics and their management approach to stakeholders.

## 7. ASSESSMENT CYCLE

- **Frequency:** The materiality assessment shall be undertaken every two years.
- **Current assessment:** Conducted during January – February 2026 (assessment report dated 11-02-2026); 15 material topics identified through a comprehensive Double Materiality methodology aligned with global best practices.
- **Interim review:** An earlier review shall be undertaken when there is a significant change in ownership, business model, operations, value chain or regulatory requirements. Following the transition in ownership to PAG and the evolution of the Company's strategic priorities, the 2026 assessment incorporated a broader and more diverse range of stakeholder perspectives.

## 8. PROCESS OF MATERIALITY ASSESSMENT

The materiality assessment process at AL comprises the following six steps:

|                                                                                  |     |                                 |                |                   |  |
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**Step 1 – Identify material topics and their impacts:** The process starts by compiling a comprehensive list of topics that could potentially impact the Company, derived from stakeholder engagement efforts. These topics are analysed and benchmarked against those identified by peers and competitors to ensure alignment with global megatrends and risks, and with relevant reporting frameworks such as GRI, SASB and TCFD.

**Step 2 – Identify actual and potential impacts:** The organisation assesses the severity of impacts, the likelihood of occurrence and the impact on the economy, environment and people, including human rights, across its activities and business relationships, both current and potential.

**Step 3 – Engage with internal and external stakeholders:** Questionnaire-based interactions are held with external stakeholders – customers, investors, NGOs, partners, collaborators, academic institutions, suppliers and vendors – and internal stakeholders – business heads and subject matter experts. Each topic is rated on a scale of 1 to 5 for severity of impact. Indirect feedback from ongoing engagements is also considered.

**Step 4 – Analysis with prioritisation:** Topics are further analysed by subject matter experts and the Board for their severity and irremediability, and are assigned priority for targeted action with respect to their potential for impact, time duration and the actions required in the environment in which AL operates.

**Step 5 – Identify the irremediability of negative impacts and risks:** Material topics undergo a final review from a risk management perspective, including consideration of impacts on human rights and other negative impacts.

**Step 6 – Linkage to business strategy and performance:** Material topics are used to define KPIs for business functions. These KPIs figure on the Balanced Scorecard of key departments and their heads, and their achievement is taken into account when Employee Stock Options (ESOPs) / Restricted Stock Units (RSUs) are granted as a long-term incentive to associates.

## 9. PRIORITISATION METHODOLOGY

Topics are prioritised using transparent criteria. Stakeholders rate each topic on the following Severity Scale:

| Severity Rating | Description      | Impact Level       |
|-----------------|------------------|--------------------|
| 1               | Low impact       | Minimal disruption |
| 2               | Minor impact     | Limited effect     |
| 3               | Moderate impact  | Noticeable effect  |
| 4               | High impact      | Significant effect |
| 5               | Very high impact | Severe disruption  |

**Threshold:** Topics scoring greater than 4 are classified as high-priority.

Prioritisation considers the following factors:

- **Irremediability:** difficulty in reversing the impact.
- **Likelihood:** probability of occurrence (High / Medium / Low) based on historical data and future forecasts.
- **Scope:** extent of the impact – whether value chain-wide or limited to operational sites.

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- **Additional factors:** benchmarking against industry peers, alignment with the SDGs, and financial implications, including costs related to non-compliance and potential penalties.

High-priority risks and opportunities, such as climate change, are integrated into governance structures through the ESG Steering Committee and the ERM framework, influencing Board-level decisions and performance management system (PMS) targets – for example, linking emission reduction KPIs with ESOPs and RSUs.

## 10. STAKEHOLDER ENGAGEMENT AND FEEDBACK

The materiality assessment is informed by the continuous engagement AL maintains with its stakeholders throughout the year. For the 2026 assessment, structured engagement was conducted with customers, employees, investors, suppliers, business partners, regulators, community representatives and senior leadership. Key feedback and the resulting actions are mapped below:

| Stakeholder Group | Key Concern / Feedback                                                   | Influence on Strategy / Disclosures             | Resulting Action / Target / Policy                                                                                                           |
|-------------------|--------------------------------------------------------------------------|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Customers</b>  | Plastic waste and circularity                                            | Shaped product design and recycling disclosures | Developed 'Born Again' PCR initiative; 25% waste reduction target by FY2050                                                                  |
| <b>Investors</b>  | Climate change risks                                                     | Integrated into governance and ERM framework    | Submitted SBTi net-zero targets; 30% emission reduction by FY2030                                                                            |
| <b>Employees</b>  | Energy and resource efficiency; workplace safety; capability development | Influenced PMS KPIs and training programmes     | Employee rewards for energy conservation projects; 55% renewable energy by 2027; strengthened BBS programme and APS Safe Workplace standards |

## 11. MATERIALITY MATRIX – DOUBLE MATERIALITY ASSESSMENT (JAN – FEB 2026)

The 2026 assessment evaluated 15 key ESG topics across the value chain from both the impact materiality and financial materiality perspectives, covering impact magnitude, likelihood and financial significance. The results were benchmarked against industry peers, global sustainability frameworks and evolving regulatory requirements, and were reviewed and validated by the senior leadership team and the Board.

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Figure 1: Materiality Matrix – Double Materiality Assessment, January – February 2026

## Top 5 Material Topics

Based on their combined impact and financial significance, the following were identified as the Top 5 Material Topics:

- Occupational Health & Safety
- Corporate Governance
- Product Safety & Quality
- Data Privacy & Cybersecurity
- Customer Relationship

These topics emerged as the highest priorities due to their significant influence on business resilience, stakeholder trust, regulatory compliance, operational excellence and long-term value creation. Stakeholders emphasised the importance of maintaining a safe workplace, ensuring strong governance and ethical business practices, delivering high-quality and safe products, protecting information and digital assets, and fostering long-term customer confidence and satisfaction.

## 12. MATERIAL TOPICS AND MANAGEMENT APPROACH

The material topics identified through the 2026 assessment, in their order of priority, together with their management approach, linkage to risk and mapping to GRI disclosures, are presented below:

|                                                                                                                         |            |                                 |                       |                   |
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| S.No | Material Topic                                             | Management Approach                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Linkage to Risk                                                                                         | Expectancy of Occurrence | GRI Mapping      | Impact   |
|------|------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|--------------------------|------------------|----------|
| 1    | <b>Occupational Health &amp; Safety</b><br>(Social)        | We provide a safe and healthy workplace through proactive hazard identification, risk assessments, robust safety protocols, machine safety standards, permit-to-work systems and behaviour-based safety initiatives. Through the APS Safe Workplace Pillar, continuous training, employee engagement, leadership commitment and compliance with applicable health and safety requirements, we foster a strong safety culture, prevent workplace incidents and safeguard the well-being of employees, contractors and visitors. | <ul style="list-style-type: none"> <li>• Human capital risk</li> <li>• Operational risk</li> </ul>      | Medium Term              | GRI 403          | Negative |
| 2    | <b>Corporate Governance</b><br>(Governance)                | Corporate governance is fundamental to Alternicq's long-term success, fostering ethical leadership, accountability, transparency and sustainable value creation. Following the acquisition by PAG and the transition from Manjushree Technopack Limited to Alternicq Limited, the Company strengthened its governance framework with a renewed Board and enhanced policies aligned with its strategic vision, stakeholder expectations and global best practices.                                                              | <ul style="list-style-type: none"> <li>• Reputation risk</li> <li>• Business continuity risk</li> </ul> | Medium Term              | GRI 2            | Positive |
| 3    | <b>Product Safety &amp; Quality</b><br>(Social)            | We maintain a robust Quality Management System through ISO 9001, FSSC 22000 and ISO 22000 certifications, stringent quality assurance processes, supplier quality management, continuous process improvement and customer feedback mechanisms to consistently deliver safe, compliant and sustainable packaging solutions.                                                                                                                                                                                                     | <ul style="list-style-type: none"> <li>• Product liability risk</li> <li>• Reputation risk</li> </ul>   | High                     | GRI 416          | Positive |
| 4    | <b>Data Privacy &amp; Cybersecurity</b><br>(Governance)    | We protect information assets by implementing robust data security and privacy management systems to prevent data breaches and safeguard customer information. To further strengthen the cybersecurity framework, Alternicq is implementing and obtaining ISO/IEC 27001 certification.                                                                                                                                                                                                                                         | <ul style="list-style-type: none"> <li>• Cybersecurity risk</li> <li>• Data breach risk</li> </ul>      | High                     | GRI 418          | Negative |
| 5    | <b>Customer Relationship</b><br>(Social)                   | We strengthen customer relationships by delivering high-quality, innovative packaging solutions, maintaining transparent communication, addressing customer feedback, and ensuring product quality, safety and regulatory compliance.                                                                                                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>• Customer retention risk</li> <li>• Reputation risk</li> </ul>  | Medium Term              | GRI 416, GRI 418 | Positive |
| 6    | <b>Waste Management &amp; Circularity</b><br>(Environment) | We promote circular economy principles by optimising material utilisation, increasing recycled content (PCR), reducing waste generation, enhancing recycling and recovery, and driving resource efficiency across our operations.                                                                                                                                                                                                                                                                                              | <ul style="list-style-type: none"> <li>• Environmental risk</li> <li>• Regulatory risk</li> </ul>       | Medium Term              | GRI 306          | Positive |

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| S.No | Material Topic                                                | Management Approach                                                                                                                                                                                                                                         | Linkage to Risk                                                                                                      | Expectancy of Occurrence | GRI Mapping               | Impact   |
|------|---------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|--------------------------|---------------------------|----------|
| 7    | <b>Business Ethics &amp; Compliance</b><br>(Governance)       | We uphold a culture of integrity through robust governance, ethical business conduct, anti-corruption practices, compliance monitoring, employee awareness, and strong whistle-blower and grievance mechanisms.                                             | <ul style="list-style-type: none"> <li>• Compliance risk</li> <li>• Legal risk</li> <li>• Reputation risk</li> </ul> | High                     | GRI 205, GRI 206          | Positive |
| 8    | <b>Human Rights &amp; Labor Practices</b><br>(Social)         | We respect human rights by ensuring fair labour practices, equal opportunity, ethical employment, non-discrimination, freedom of association and safe working conditions across our operations and supply chain.                                            | <ul style="list-style-type: none"> <li>• Human rights risk</li> <li>• Reputation risk</li> </ul>                     | Medium Term              | GRI 408, GRI 409          | Positive |
| 9    | <b>Employee Wellbeing &amp; Talent Management</b><br>(Social) | We foster an inclusive and engaging workplace by investing in employee development, leadership, diversity, health, well-being and continuous learning, while promoting a strong safety culture through the APS Safe Workplace Pillar.                       | <ul style="list-style-type: none"> <li>• Human capital risk</li> <li>• Talent retention risk</li> </ul>              | High                     | GRI 401, GRI 404          | Positive |
| 10   | <b>Product Stewardship</b><br>(Environment)                   | We collaborate with customers and leverage in-house design expertise to develop sustainable packaging solutions that optimise material use, increase recyclability and recycled content, and reduce environmental impacts throughout the product lifecycle. | <ul style="list-style-type: none"> <li>• Environmental risk</li> <li>• Compliance risk</li> </ul>                    | Medium Term              | GRI 301                   | Positive |
| 11   | <b>Water Management &amp; Resilience</b><br>(Environment)     | We responsibly manage water resources by improving water-use efficiency, implementing conservation initiatives, conducting water risk assessments and enhancing resilience in water-stressed locations.                                                     | <ul style="list-style-type: none"> <li>• Resource scarcity risk</li> <li>• Environmental risk</li> </ul>             | Medium Term              | GRI 303                   | Positive |
| 12   | <b>Emissions</b><br>(Environment)                             | We monitor and reduce Scope 1, Scope 2 and Scope 3 greenhouse gas emissions through renewable energy adoption, energy efficiency projects, operational improvements and science-based climate targets.                                                      | <ul style="list-style-type: none"> <li>• Environmental risk</li> <li>• Regulatory risk</li> </ul>                    | Medium Term              | GRI 305                   | Negative |
| 13   | <b>Responsible Supply Chain</b><br>(Governance)               | We strengthen responsible sourcing through supplier ESG assessments, sustainability evaluations, implementation of the Supplier Code of Conduct, and collaboration to improve environmental, social and governance performance across the value chain.      | <ul style="list-style-type: none"> <li>• Supply chain risk</li> <li>• Compliance risk</li> </ul>                     | Medium Term              | GRI 204, GRI 308, GRI 414 | Positive |
| 14   | <b>Climate Change</b><br>(Environment)                        | We are committed to climate action through renewable energy expansion, energy optimisation, GHG reduction initiatives and implementation of our SBTi-aligned decarbonisation roadmap towards net-zero emissions.                                            | <ul style="list-style-type: none"> <li>• Environmental risk</li> <li>• Regulatory risk</li> </ul>                    | Medium Term              | GRI 305                   | Positive |
| 15   | <b>Community Development</b><br>(Social)                      | We contribute to the socio-economic development of local communities through education, healthcare, environmental initiatives, employee volunteering and livelihood enhancement programmes, creating long-term positive social impact.                      | <ul style="list-style-type: none"> <li>• Social risk</li> <li>• Reputation risk</li> </ul>                           | Medium Term              | GRI 413                   | Positive |

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### 13. LINKAGE TO STRATEGY, RISK MANAGEMENT AND PERFORMANCE

- The materiality assessment serves as a key input for establishing strategic priorities, defining departmental and leadership KPIs, strengthening risk management processes and guiding sustainability disclosures.
- All materiality assessments are integrated into the Company's Enterprise Risk Management (ERM) process. Climate-related risks and opportunities are assessed and managed through the ERM governance structure.
- KPIs derived from the material topics figure on the Balanced Scorecard of key departments and their heads, and are linked to long-term incentives (ESOPs / RSUs).
- The findings are benchmarked against industry standards and reviewed in detail by the Board, ensuring that material issues are not only understood but actively addressed.
- The Risk Management Committee (RMC) and the ESG Steering Committee (ESG-SC) review the performance of management against the KPIs based on these topics. The RMC reviews the management approach based on these findings and suggests a review or changes to the process as a result.

### 14. ALIGNMENT WITH UN SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (SDGs), which commenced on 1 January 2016 under the United Nations 2030 Agenda for Sustainable Development, have been identified by AL as the goals most critical to its sustainability impacts and agenda:

| SDG                                                    | AL's Contribution                                                                                                                                                                                                                                                                                                       |
|--------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>SDG 3 – Good Health and Well-being</b>              | Packaging that ensures the safe, hygienic and contamination-free delivery of pharmaceuticals, medical devices, food & beverages, home care and personal care products; a safe and healthy workplace through robust EHS management systems, BBS programmes, machine safety initiatives and employee wellness programmes. |
| <b>SDG 4 – Quality Education</b>                       | Regular technical, behavioural, leadership, EHS and sustainability training for employees; community education, vocational training and employability initiatives.                                                                                                                                                      |
| <b>SDG 6 – Clean Water and Sanitation</b>              | Water conservation, recycling, wastewater treatment, rainwater harvesting and groundwater recharge; STPs and effluent treatment systems; periodic water risk assessments and site-specific action plans in water-stressed regions.                                                                                      |
| <b>SDG 8 – Decent Work and Economic Growth</b>         | A safe, diverse and engaging workplace; continuous capability development; equal opportunity, fairness, ethical conduct and employee well-being.                                                                                                                                                                        |
| <b>SDG 9 – Industry, Innovation and Infrastructure</b> | In-house design and engineering to reduce material usage, improve recyclability and increase recycled content; collaboration with customers, technology partners, recyclers and research institutions; investment in energy-efficient equipment and digitalisation.                                                     |
| <b>SDG 11 – Sustainable Cities and Communities</b>     | Recyclable packaging, increased recycled content, resource efficiency and Extended Producer Responsibility (EPR) initiatives; community engagement through education, skill development and environmental awareness.                                                                                                    |
| <b>SDG 12 – Responsible Consumption and Production</b> | Increasing use of PCR materials, light-weighting and design for recyclability; collaborations with IISc Bengaluru, Ganesha Ecosphere and other value chain partners on circular packaging solutions.                                                                                                                    |
| <b>SDG 13 – Climate Action</b>                         | SBTi-approved near-term and net-zero targets; renewable energy through solar and wind power; energy efficiency; reduction of Scope 1, 2 and 3 emissions; regular climate risk assessments.                                                                                                                              |

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| SDG                                                    | AL's Contribution                                                                                                                                                                                                                                                           |
|--------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>SDG 16 – Peace, Justice and Strong Institutions</b> | High standards of corporate governance, ethics, transparency and accountability, supported by the Code of Business Conduct, Anti-Bribery and Anti-Corruption Policy, Whistle-blower Mechanism, Human Rights Policy, Supplier Code of Conduct and Risk Management Framework. |

## 15. ROLES AND RESPONSIBILITIES

| S.No | Ownership                                                    | Responsibility                                                                                                                                                                                                                                                                |
|------|--------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1    | Board of Directors                                           | <ul style="list-style-type: none"> <li>Review and validate the outcome of the materiality assessment</li> <li>Ensure alignment of material topics with business strategy, ESG commitments and the governance framework</li> </ul>                                             |
| 2    | Risk Management Committee (RMC)                              | <ul style="list-style-type: none"> <li>Integrate material topics into the ERM framework</li> <li>Review management performance against KPIs based on material topics and recommend changes to the process</li> </ul>                                                          |
| 3    | ESG Steering Committee (ESG-SC)                              | <ul style="list-style-type: none"> <li>Oversee implementation of actions on high-priority topics, including climate change</li> <li>Review progress against ESG targets and KPIs</li> </ul>                                                                                   |
| 4    | Audit Committee                                              | <ul style="list-style-type: none"> <li>Conduct annual assessment of the risk management programme and provide guidance to the RMC</li> </ul>                                                                                                                                  |
| 5    | Senior Leadership / Function Heads (Risk Management Leaders) | <ul style="list-style-type: none"> <li>Participate in rating and prioritisation of topics</li> <li>Own the KPIs linked to material topics on their Balanced Scorecard and drive implementation</li> </ul>                                                                     |
| 6    | EHS / ESG Function                                           | <ul style="list-style-type: none"> <li>Coordinate the materiality assessment, stakeholder engagement and benchmarking</li> <li>Consolidate results and prepare the materiality matrix</li> <li>Maintain records and ensure disclosure in the Sustainability Report</li> </ul> |
| 7    | Employees and Stakeholders                                   | <ul style="list-style-type: none"> <li>Provide feedback through surveys, questionnaires and ongoing engagement channels</li> </ul>                                                                                                                                            |

## 16. DOCUMENTS TO BE MAINTAINED

- Long-list of potential topics with peer benchmarking and framework mapping
- Stakeholder identification and engagement records, including questionnaires and responses
- Topic scoring sheets (severity, likelihood, irremediability and financial significance)
- Materiality matrix and list of prioritised material topics
- Minutes of review and validation by senior leadership, RMC, ESG-SC and the Board
- ERM risk register entries for material ESG risks and opportunities
- KPI linkage records on departmental Balanced Scorecards
- Disclosures against GRI 3-1, 3-2 and 3-3 in the Sustainability Report

## 17. COMMENT AND REVIEW

Alternicq commits to support and implement this Materiality Analysis. This document shall be reviewed every two years in line with the materiality assessment cycle, or earlier when there are any significant changes.

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**N P Thimmaiah**  
Managing Director & Chief Executive Officer

| REVIEWED BY          | APPROVED BY                 | DATE       | CHANGES MADE |
|----------------------|-----------------------------|------------|--------------|
| Kannan B<br>(GM-EHS) | N P Thimmaiah<br>(MD & CEO) | 02/06/2026 | New document |
|                      |                             |            |              |