ALKEM LABORATORIES LTD.
Regd. Office : ALKEM HOUSE, Senapati Bapat Marg,
Lower Parel (West), Mumbai - 400 013, Maharashtra, India.
• Phone: +91-22-3982 9999 • Fax: 022-2495 2955
• Email: contact@alkem.com • Website: www.alkemlabs.com
• CIN: L00305MH1973PLC174201

29th July, 2026

To,

The Corporate Relationship Department **BSE Limited** Phiroze Jeejeebhoy Towers, Dalal Street, Mumbai 400 001. ***Scrip Code: 539523***	**National Stock Exchange of India Limited** Exchange Plaza, Bandra Kurla Complex, Bandra East, Mumbai 400 051. ***Scrip Symbol: ALKEM***

Sub: Disclosure under Regulation 34(2) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015

Dear Sir/Madam,

Pursuant to Regulation 34(2) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report for financial year ended 31st March, 2026.

The same is also available on the website of the Company at www.alkemlabs.com

Kindly take the same on record.

Thanking you

Sincerely,
For **Alkem Laboratories Limited**

DIVYA KUMAR
Digitally signed by DIVYA KUMAR
Date: 2026.07.29 19:47:50 +05'30'

Divya Mewani
Vice President – Legal and Deputy Company Secretary

Encl: a/a

Business Responsibility & Sustainability Report (BRSR) FY 2025-26

SECTION A: General Disclosure

I. Details of the Listed Entity

1	Corporate Identity Number (CIN) of the Listed Entity	L00305MH1973PLC174201
2	Name of the Listed Entity	Alkem Laboratories Limited
3	Year of incorporation	1973
4	Registered Office Address	Alkem House, Senapati Bapat Marg, Lower Parel, Mumbai – 400013, Maharashtra, India
5	Corporate Address	Alkem House, Senapati Bapat Marg, Lower Parel, Mumbai – 400013, Maharashtra, India
6	E-mail	investors@alkem.com
7	Telephone	+91-22-3982 9999
8	Website	www.alkemlabs.com
9	Financial Year for which reporting is being done	1 April, 2025 to 31 March, 2026
10	Name of the Stock Exchange(s) where shares are listed	Bombay Stock Exchange Limited (BSE); National Stock Exchange of India Limited (NSE)
11	Paid-up Capital	₹ 23,91,30,000
12	Contact person	
	Name of the Person Telephone Email address	Mr. Manish Narang (President – Legal, Company Secretary & Compliance Officer) +91 22 3982 9999 investors@alkem.com
13	Reporting Boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated Financial statements, taken together):	
	Type of Reporting#	Disclosures under this report are done on standalone - basis for Alkem Laboratories Limited
14	Name of Assessment or Assurance provider	Deloitte Haskins & Sells LLP
15	Type of Assessment or Assurance obtained	Reasonable for Core indicators

II. Product/Services

16 Details of business activities

Sr.	Description of Main Activity	Description of Business Activity	% Turnover of the Entity
1.	Manufacturing of pharmaceutical products	The Company is engaged in pharmaceutical business with global operations. The Company is engaged in the development, manufacture and sale of pharmaceutical products.	82.4%
2	Trade	Wholesale Trading	17.6%

17 Products/Services sold by the entity

Sr.	Product/Service	NIC Code	% of Total Turnover contributed
1.	Pharmaceutical and nutraceutical products	210	100%

III. Operations

18 Number of locations where plants and/or operations/offices of the entity are situated*:

Location	Number of plants	No. of Offices	Total
National	12*	9**	21
International	-	-	-

*Includes manufacturing sites and R&D facilities for standalone financial boundary

#During the FY 25-26 the Generic business undertaking of the Company has been transferred to Alkem Wellness Limited (effective 01 October 2025). Accordingly, the BRSR indicators include the impact of Generic Business up to the date of transfer where applicable. For details, refer Note 3.36 of Standalone Financials Statements.

**Includes 4 corporate offices and 5 directly owned depots

19 Market served by the entity

a. No. of Locations

Sr.	Locations	Numbers
1.	National (states)	28 states and 8 Union Territories
2.	International (countries)	More than 40 countries

b. What is the contribution of exports as a percentage of the total turnover of the entity?

27.32%

c. A brief on types of customers

The Company caters to pharmaceutical firms, distributors, wholesalers, pharmacy chains, hospitals and other healthcare-related institutional customers across domestic and international markets.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled)

Sr.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees					
1	Permanent Employees (A)	17,453	16,931	97%	522	3%
2	Other than Permanent Employees (B)	291	270	93%	21	7%
3	Total Employees (A+B)	17,744	17,201	97%	543	3%
	Workers					
4	Permanent Workers (C)	1,893	1,862	98%	31	2%
5	Other than Permanent Workers (D)	3,749	3,531	94%	218	6%
6	Total Workers (C+D)	5,642	5,393	96%	249	4%

b. Differently abled employees and workers

Sr.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	Employees					
1	Permanent Employees (E)	3	3	100%	0	0%
2	Other than Permanent Employees (F)	0	0	0	0	0%
3	Total Differently abled Employees (E+F)	3	3	100%	0	0%
	Workers					
4	Permanent Workers (G)	3	3	100%	0	0%
5	Other than Permanent Workers (H)	1	1	100%	0	0%
6	Total Differently abled Workers (G+H)	4	4	100%	0	0%

21. Participation/Inclusion/Representation of women

Sr.	Category	Total (A)	No. and percentage of females	
			No. (B)	% (B/A)
1.	Board of Directors	12	2	17%
2.	Key Management Personnel	3	0	0

22. Turnover rate for permanent employees and workers (Disclose trends for the past 3 years)

Category	FY 2025-26 (Turnover rate in current FY)			FY 2024-25 (Turnover rate in previous FY)			FY 2023-24 (Turnover rate in the FY prior to previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	21.2	21.5	21.2	23.2	19.9	23.1	27.7	25.9	27.6
Permanent Workers	11.1	3.6	11.0	7.3	8.2	7.3	10.2	7.9	10.1

Corporate Overview | Statutory Reports | Financial Statements

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr.	Name of the holding / subsidiary / associate companies / joint ventures	Indicate whether it is a holding / Subsidiary / Associate / Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Alkem Laboratories Corporation	Subsidiary	100%	No
2	Ascend Laboratories Pty Ltd	Subsidiary	100%	No
3	S&B Holdings S.a.r.l.	Subsidiary	100%	No
4	Ascend GmbH	Subsidiary	100%	No
5	Pharmacor Pty Ltd	Subsidiary	100%	No
6	The PharmaNetwork LLC	Subsidiary	100%	No
7	Ascend Laboratories SpA	Subsidiary	100%	No
8	Ascend Laboratories SDN BHD.	Subsidiary	100%	No
9	Enzene Biosciences Limited	Subsidiary	99.55%	No
10	Ascend Laboratories, LLC	Step-down Subsidiary	100%	No
11	Alkem Laboratories, Korea Inc	Subsidiary	100%	No
12	Pharmacor Ltd.	Subsidiary	100%	No
13	The PharmaNetwork, LLP	Subsidiary	100%	No
14	Ascend Laboratories (UK) Limited	Subsidiary	100%	No
15	Ascend Laboratories SAS	Subsidiary	100%	No
16	Cachet Pharmaceuticals Private Limited	Subsidiary	60.63%	No
17	Indchemie Health Specialities Private Limited	Subsidiary	51%	No
18	Connect 2 Clinic Private Limited	Subsidiary	100%	No
19	S & B Pharma LLC	Step-down Subsidiary	100%	No
20	Ascend Laboratories Ltd.	Subsidiary	100%	No
21	Pharma Network SpA	Step-down Subsidiary	100%	No
22	Ascend Laboratories S.A. DE. CV	Step-down Subsidiary	100%	No
23	Alkem Foundation	Subsidiary	100%	No
24	Pharmacor Limited	Step-down Subsidiary	100%	No
25	Enzene Inc	Step-down Subsidiary	99.55%	No
26	Alkem Medtech Private Limited	Subsidiary	100%	No
27	Alixer Nexgen Therapeutics Limited	Subsidiary	100%	No
28	Alkem Wellness Limited	Subsidiary	100%	No
29	Pharmacor SPA	Step-down Subsidiary	100%	No
30	Adroit Biomed Limited	Subsidiary	100%	No
31	Alkem Medtech Ortho Private Limited	Step-down Subsidiary	100%	No
32	Alkem Pharmaceuticals Scientific Office FZ LLC	Subsidiary	100%	No
33	Alkem Pharma Trading FZCO	Subsidiary	100%	No
34	HaystackAnalytics Private Limited	Associate	8.16%	No
35	Sunsure Solarpark Twenty Two Private Limited	Associate	21.46%	No

VI. CSR Details

24. i. Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

ii. Turnover (in Million INR): 96,639.06

iii. Net worth (in Million INR): 1,39,981.98

VII. Transparency and Disclosures Compliances

25. Complaints/Grievances on any of the principles (Principles 1 to 9) under the national Guidelines on Responsible Business Conduct

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)	If Yes, then provide web-link for grievance redressal policy	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
			Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	Yes, a dedicated grievance redressal channel is available for all internal and external stakeholders.	https://admin.alkemlabs.com/uploads/Whistle_Blower_Policy_new_5d094b8491.pdf	0	0	-	0	0	-
Investors (other than shareholders)			0	0	-	0	0	-
Shareholders			0	0	-	0	0	-
Employees and workers			15	0	-	6	0	-
Customers			116	0	-	116	0	-
Value Chain Partners			2	0	-	0	0	-
Others (Please specify)			0	0	-	0	0	-

26. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its Financial implications, as per the following format

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Governance	Risk and Opportunity	Weak governance structures may lead to compliance failures, fraud, ethical breaches, delayed decision-making and reputational damage. Strong governance enhances transparency, market reputation and long-term value creation.	Strengthened Board oversight on ESG matters, improved internal controls, defined accountability structures, governance digitization, Board training on ESG trends and transparent stakeholder reporting.	Positive implications through improved investor confidence, better access to capital and reduced compliance-related risks and costs.
2	Ethics	Risk and Opportunity	Unethical conduct, bribery, corruption, conflicts of interest or lack of transparency may result in litigation, reputational damage and reduced stakeholder trust. Ethical conduct strengthens stakeholder relationships and competitiveness.	Implementation of Code of Business Conduct, Code of Ethics, Whistle-blower Policy and governance frameworks promoting ethical business conduct and integrity.	Positive implications through improved governance and stronger access to capital.
3	Risk Management	Risk	Weak risk identification and monitoring may lead to operational disruptions, supply-chain failures, ESG non-compliance and increased unexpected costs.	Enterprise Risk Management (ERM) systems, regular risk assessments, supplier risk screening and integration of ESG risks into business planning.	Positive implications through reduced operational disruptions, improved stability and lower risk-related costs.
4	Cybersecurity and Data Privacy	Risk	Data breaches and cyber threats may expose sensitive customer and business information, resulting in financial and reputational losses.	Strengthening information security systems, implementation of Information Security Policy, VAPT and IT audits, and targeted ISO 27001 certification by FY2025-26.	Negative implications due to investments in cybersecurity systems and potential penalties under data privacy laws.
5	Innovation & R&D	Opportunity	Evolving healthcare needs create opportunities for innovative products and expansion into newer markets.	Investment in technologically advanced R&D centres and continued investment in innovation-driven product development.	Positive implications through development of new products, patents and revenue streams.

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Supply Chain and Responsible Production	Risk	Supply-chain disruptions may affect production continuity, medicine availability and business reputation.	ESG-based supplier assessments, PSCI membership, responsible sourcing practices and Scope 3 emissions accounting initiatives.	Negative implications through potential business losses arising from supply-chain disruption.
7	Biodiversity	Risk	Loss of biodiversity and ecosystem degradation may affect availability of biological resources and increase regulatory scrutiny.	Biodiversity risk assessments through EIAs, regulatory compliance measures and plantation drives under environmental and CSR initiatives.	Negative implications due to biodiversity protection and ecosystem management costs.
8	Climate Change and GHG Emissions	Risk and Opportunity	Physical and transition climate risks may impact business continuity and operations. Climate change may also increase demand for healthcare services.	Sustainability Policy implementation, Scope 1 and 2 emission reduction targets, ERM integration and Scope 3 engagement initiatives.	Negative implications due to climate-related impacts on assets and operations.
9	Energy	Risk and Opportunity	Energy-intensive operations may increase operational costs and emissions if not efficiently managed.	Energy-efficiency initiatives, cleaner fuel transition, biomass boilers, VFD installation and targeted ISO 50001 implementation.	Short-term negative implications due to capex investments, with long-term positive implications from lower energy costs and efficiency gains.
10	Waste	Risk	Improper waste management may lead to regulatory non-compliance, reputational damage and environmental impacts.	Adoption of 3R principles, tie-ups with authorised waste-management agencies and focus on recycling/reuse and compliant disposal practices.	Negative implications due to waste-management and disposal costs.
11	Water	Risk	Water scarcity and poor water quality may disrupt manufacturing operations and affect product quality standards.	Water-neutrality strategy, rainwater harvesting, effluent treatment plants, ZLD initiatives and water-efficiency programmes.	Negative implications due to costs associated with water security and treatment infrastructure.
12	Human Rights	Risk	Human-rights violations may impair stakeholder trust and damage corporate reputation.	Human-rights related clauses within Codes of Ethics applicable to employees, suppliers, vendors and contractors.	Negative implications in the short term due to costs associated with audits, training and compliance measures.
13	Workforce & Human Capital	Opportunity	Skilled and productive human capital is critical for operational excellence and business growth.	HR policies, training and skill development programmes, employee well-being measures, diversity initiatives and inclusive workplace practices.	Positive implications through improved productivity, talent attraction and retention.
14	Occupational Health & Safety	Risk	Exposure to hazardous substances and operational risks may impact employee and worker health and safety.	"Zero Harm" approach, ISO 45001-certified facilities, EHS audits, health and safety training and process safety initiatives.	Positive implications through improved productivity and reduction in LTIFR.
15	Community Impact	Opportunity	Strong community relationships support social development and business continuity, while weak engagement may create conflicts and reputational concerns.	CSR programmes focused on healthcare, education, rural development, environment and sports promotion.	Positive implications through goodwill, stronger community trust and reduced risk of disputes.
16	Counterfeiting of Drugs	Risk	Counterfeit products may affect patient safety, brand trust, revenue generation and market reputation.	Deployment of anti-counterfeiting technologies including QR-code enabled traceability features.	Negative implications due to mitigation costs and potential business losses.

Sr. No.	Material Issue Identified	Indicate whether risk or opportunity	Rationale for identifying the risk/opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
17	Patient Safety and Product Quality	Risk	Product-quality failures or adverse health impacts may result in penalties, reputational damage and loss of customer trust.	Pharmacovigilance systems, cGMP compliance, periodic quality-control checks and regulatory quality assurance practices.	Positive implications through customer trust, loyalty and regulatory compliance.
18	Clinical Trials	Risk	Unethical or non-compliant clinical trials may delay approvals, affect commercialisation and create legal risks.	Adherence to ethical and scientific clinical trial protocols aligned with ICH GCP and international regulatory standards.	Positive implications through faster approvals and stronger commercialisation potential.
19	Access to Medicine and Affordability	Risk	Inability to provide affordable and accessible medicines may affect competitiveness, market share and stakeholder trust.	R&D-driven affordable healthcare solutions without compromising product quality.	Positive implications through increased market penetration and long-term market share growth.
20	Labelling and Packaging	Risk and Opportunity	Inaccurate labelling or excessive packaging may lead to regulatory penalties, recalls, EPR-related costs and reputational risks. Sustainable packaging may improve brand credibility.	Strengthened labelling review mechanisms, digital traceability systems and compliance with sector-specific standards.	Positive implications through reduced compliance risks, optimized packaging costs and stronger brand loyalty.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and Management Processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
c. Web Link of the Policies, if available	Policies are available on the website of the Company at https://www.alkemlabs.com/investors/policies. The policies which are internal to the Company are available on the intranet of the Company.								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes								

4. Name of the national and international codes/ certifications/labels/ standards (e.g., Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) standards (e.g., SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.

Certification / Standard / Code	Sites	Relevant Principle(s)
cGMP compliance	All sites	P2, P9
US FDA accreditations	All sites	P2, P9
WHO accreditations	All sites	P2, P9
MHRA (UK) approvals	All sites	P2, P9
TGA Australia approvals	All sites	P2, P9
ANVISA Brazil approvals	All sites	P2, P9
MCC South Africa approvals	All sites	P2, P9
ISO 14001	All manufacturing facilities & R&D centre	P6
ISO 45001		P3
ISO 50001		P6

5. Specific commitments, goals and targets set by the entity with defined timelines, if any.

Area	Commitments / Goals / Targets
Climate Change	Reduce Scope 1 and Scope 2 greenhouse gas emissions by 42% by FY 2033 from FY 2023 baseline
Energy	Achieve 1% annual reduction in energy consumption Y-o-Y till FY 2033
Water Stewardship	Achieve water neutrality by FY 2030
Occupational Health & Safety	Increase ISO 45001 certification coverage across manufacturing facilities
Diversity & Inclusion	Improve gender diversity representation to 5% by 27
Sustainable Supply Chain	Screen 90% of new suppliers on ESG criteria and progressively evaluate critical suppliers - 10% by FY 25 - 35% by FY 26 - 70% by FY 27 - >90% by FY 28
Information Security	Progress towards ISO 27001 implementation/certification by FY 26

6 Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.

Area	FY 2025-26 Performance
Climate Change	We have reduced our Scope 1 and Scope 2 greenhouse gas emissions by 15% from previous year.
Energy	100% of operational units have ISO 50001 certification. Achieved 22% reduction in energy consumption from previous year.
Water Stewardship	Initiated integrated community watershed management programmes at Ankleshwar and Daman sites for water neutrality.
Occupational Health & Safety	100% of operational units have ISO 45001 certification.
Diversity & Inclusion	Our gender diversity stands at 3.39% of women in total workforce in FY 26.
Sustainable Supply Chain	2% of input material sourced sustainably.
Information Security	Gap assessment against ISO 27001 certification is identified. Certification to be completed by FY 27.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Governance, Leadership and Oversight									
7 Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements.	At Alkem, sustainability is a shared responsibility and an integral part of our approach to long-term value creation. Our sustainability philosophy is guided by the principle "Prakriti Rakshati Rakshitah" - Nature protects those who protect it. Inspired by the five elements of nature, we continue to embed sustainability across our operations through ecological responsibility, water stewardship, energy efficiency, emissions reduction, responsible governance and inclusive growth. During the year, we strengthened our environmental agenda through focused initiatives across waste, water, energy and climate action. To better understand the environmental footprint of our products, we have initiated Life Cycle Assessments for select products. We also continue to advance circularity, with 99% of our non-hazardous waste being recycled/recovered. Water remains one of our most important sustainability priorities, and we have adopted the target of becoming water neutral. In line with this commitment, we have launched Project Jal Sanchay, an integrated watershed management programme aimed at building community resilience. At an operational level, 10 out of our 12 domestic units recycle and reuse water and operate with no discharge of wastewater outside their premises. Energy efficiency and emissions reduction remain central to our climate strategy. We continue to improve energy performance and increase the share of cleaner and renewable sources in our energy mix. During the year, approximately 27% of our energy requirement was met through renewable sources, marking an important step in reducing our greenhouse gas emissions and dependence on conventional energy. We have also strengthened our governance and decision-making architecture for sustainability. The completion of our Double Materiality Assessment through multi-stakeholder engagement has provided a clearer view of the ESG matters most relevant to our business and stakeholders. Based on this assessment, our key focus areas include water, waste, cybersecurity, patient safety, product quality and risks related to counterfeiting. These areas are being treated as operational priorities with clear ownership and accountability. Our sustainability journey also extends to our value chain. We have initiated a Sustainable Supply Chain Programme aimed at capacity building, knowledge sharing and progressive engagement with our suppliers on ESG-related expectations. This is aligned with our broader commitment to responsible sourcing and long-term supply chain resilience. We continue to strengthen our systems through external evaluations, policy alignment and certifications. Our efforts have also been recognised externally, with Alkem's S&P Global DJSI score improving from 18 to 53 within a short span of three years. NSE Sustainability has also assigned us a favourable rating of 73, bringing us closer to leading peer practices. While we have made meaningful progress, we recognise that ESG challenges are evolving rapidly. Climate change, water stress, responsible resource use, supply chain sustainability, product quality, patient safety, cybersecurity and ethical governance will continue to require focused action. We remain committed to addressing these priorities with discipline, measurable targets and sustained collaboration across our teams, partners and stakeholders. Ms. Madhurima Singh Executive Director & Chair – CSR and Sustainability Committee									
8 Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Name: Mr. Sandeep Singh Designation: Managing Director								
9 Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The CSR and Sustainability Committee of the Board is responsible for decision making on sustainability related issues of the company.								
10. Details of Review of NGRBCs by the company:	P1	P2	P3	P4	P5	P6	P7	P8	P9
Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									
Performance against above policies and follow up action	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
Performance against above policies and follow up action	Quarterly / Need-based reviews								
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances	Quarterly / Need-based reviews								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide me of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No								
12. If answer to question (1) above is "No" i.e., not all Principles are covered by a policy, reasons to be stated:									
Questions	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the Financial or/ human and technical resources available for the task (Yes/No)									
Any other reason (please specify)									

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the NGRBC Principles during the Financial Year:

Segment	Total number of training & awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Principle 2 (R&D programmes, key R&D focus areas and targets)	100
Key Management Personnel	1	Principle 2 (R&D programmes, key R&D focus areas and targets)	100
Employees other than BODs and KMPs	4,794	Principle 3 and 6 (Trainings related to Environment, Health and safety)	100
Workers		Principle 3 and 6 (Trainings related to Environment, Health and safety)	100

2. Details of fines / penalties / punishment / award / compounding fees / settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the Financial Year, in the following format.

a. Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	No Penalty/Settlement and compounding fee imposed on company/directors/KMPs.				
Settlement					
Compounding fee					

b. Non-Monetary

Type	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	No imprisonment/punishment imposed on company/directors/KMPs.			
Punishment				

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Not Applicable

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes.

The Company has an Anti-Bribery and Anti-Corruption Policy aimed at preventing involvement in bribery, corruption and other improper activities, while ensuring adherence to applicable laws and ethical conduct. The policy includes guidance on gifts and hospitality, facilitation payments and kickbacks, grants and donations, and the process for raising concerns or grievances.

Weblink: https://admin.alkemlabs.com/uploads/Anti_Bribery_and_Anti_Corruption_ABAC_Policy_c0cb337502.pdf

The standalone Anti-Corruption and Anti-Bribery Policy applies to individuals working at all levels and grades, including managers, officers, directors, employees, consultants, contractors, interns, trainees, seconded staff, casual workers, agency staff, agents and other associated persons. It covers prevention of bribery and corruption, gifts, political contributions, charitable contributions or sponsorships, training, breach-handling procedures and corrective or disciplinary actions.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Directors	0	0
KMPs	0	0
Employees	0	0
Workers	0	0

6. Details of complaints with regard to conflict of interest:

Topic	FY 2025-26 (Current Financial Year)		FY 2024-25 (Current Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	No complaints were received	0	No complaints were received
Number of complaints received in relation to issues of Conflict of Interest of KMPs	0	No complaints were received	0	No complaints were received

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not Applicable

8. Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured) in the following format:

Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Number of days of accounts payables	92	112

Note – For the above calculation, "cost of goods and services procured" comprises purchases of raw materials, packing material, stock-in-trade, and other expenses. FY 24-25 restated accordingly.

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	13.5%	9.0%
	b. Number of trading houses where purchases are made from	257	215
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	39.2%	57.5%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	92.0%	98.1%
	b. Number of dealers / distributors to whom sales are made	5,662	8,799
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	27.5%	3.7%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	5.1%	11.4%
	b. Sales (Sales to related parties/Total Sales)	23.7%	22.7%
	c. Loans & advances (Loans & advances given to related parties/Total loans & advances)	0	83.7%
	d. Investments (Investments in related parties / Total Investments made)	43.0%	31.1%

LEADERSHIP INDICATORS

1. **Awareness programmes conducted for value chain partners on any of the NGRBC Principles during the Financial Year:**

No awareness programme was conducted for value chain partners during the year.

Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	Percentage of persons in value chain covered by the awareness programmes

2. **Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.**

Alkem has implemented a Code of Business Conduct and Ethics specifically for its Directors and Senior Management. The Code is designed to ensure that due care is exercised in transactions that may present a conflict of interest with the Company's interests. It covers potential conflict areas including outside employment, directorships, gifts or payments, and corporate opportunities. The Code is publicly available on the Company's website.

Microsoft Word - Alkem_CODE OF BUSINESS CONDUCT AND ETHICS FOR SENIOR MANAGEMENT updated

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

ESSENTIAL INDICATORS

1. **Percentage of R&D and Capital Expenditure (CAPEX) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and CAPEX investments made by the entity, respectively.**

Type	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)	Details of improvement in social and environmental aspects
Research & Development (R&D)	0.31%	3.89%	Investments focused on green chemistry, process optimization, product efficacy improvement and development of quality healthcare solutions.
Capital Expenditure (CAPEX)	0.49%	3.25%	Investments focused on energy efficiency, water conservation, monitoring infrastructure and operational sustainability improvements.

2. a. **Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, The Company has implemented a Sustainable Supply Chain programme under which suppliers are assessed on environmental, social and governance parameters. The programme includes supplier surveys, ESG-based onboarding and evaluation processes, and assessments relating to quality, compliance and sustainability practices.

b. **If yes, what percentage of inputs were sourced sustainably?**

2%

3. **Describe the processes in place to safely reclaim your products for reusing, recycling, and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

Product	Process to safely reclaim the product
a. Plastics (including packaging)	The Company reclaims plastic packaging under its Extended Producer Responsibility (EPR) programme through authorised recyclers. Recovered plastic packaging waste is recycled in accordance with applicable regulatory requirements and approved waste-management processes.
b. E-Waste	The products manufactured and sold by the company do not contain e-waste. Hence, this category is not applicable.
c. Hazardous Waste	The expired products constituting hazardous waste are handled, stored, transported and disposed through authorised agencies in accordance with applicable hazardous waste management rules and internal EHS procedures.
d. Other Waste	Other waste generated from operations is segregated and managed through reuse, recycling, co-processing and safe disposal practices through authorised waste-management channels. For FY2025-26, the Company's EPR disclosure primarily covers plastic packaging under the applicable Plastic Waste Management Rules. The Company is also evaluating the applicability and implementation requirements of the notified EPR framework for non-ferrous metal products, including pharma packaging foils, which comes into effect from 1 April 2026.

4. **Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Whether EPR is applicable to the entity's activities	Yes
Whether waste collection plan is in line with EPR plan submitted to Pollution Control Boards	Yes

The Company is registered with the Central Pollution Control Board (CPCB) as a Brand Owner under applicable EPR regulations. The waste collection and recycling process is aligned with the EPR plan submitted to relevant Pollution Control Boards.

LEADERSHIP INDICATORS

1. **Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product/ Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective/ Assessment was conducted	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No) If Yes, provide web-link
	Metoprolol		Cradle to grave	Yes	No

2. **If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

We have conducted the LCA & found out that there is no significant change in Social or environmental Concerns.

Sr.	Name of the product	Description of the risk	Action Taken
		Not Applicable	

3. **Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).**

Indicate input material	Recycled or re-used input material to total material	
	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Not Applicable	Not Applicable	Not Applicable

4. **Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed, as per the following format:**

	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)		
	Reused	Recycled	Safely Disposed	Reused	Recycled	Safely Disposed
Plastics (including packaging)*	0	4,376 MT	0	0	3,961 MT	0
E-waste	0	0	0	0	0	0
Hazardous waste	0	0	123 MT	0	0	97 MT
Other waste	0	0	0	0	0	0

*Quantities disclosed for reclaimed packaging for FY 2025-26 relate to plastic packaging recovered/recycled under the applicable EPR framework. EPR obligations for non-ferrous metal products, including pharma packaging foils, come into effect from 01 April, 2026; accordingly, aluminium/metal packaging reclaim quantities have not been separately reported for FY 2025-26 and are under evaluation for future reporting.

5. **Reclaimed products and their packaging materials (as percentage of products sold) for each product category.**

100% for plastic packaging.

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

ESSENTIAL INDICATORS

1. a. **Details of measures for the well-being of employees:**

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Employees											
Male	16,931	16,931	100%	16,931	100%	0	0%	16,931	100%	2,128	13%
Female	522	522	100%	522	100%	522	100%	0	0%	185	35%
Total	**17,453**	**17,453**	**100%**	**17,453**	**100%**	**522**	**3%**	**16,931**	**97%**	**2,313**	**13%**
Other than Permanent Employees											
Male	270	270	100%	270	100%	0	0%	270	100%	4	1%
Female	21	21	100%	21	100%	21	100%	0	0%	0	0%
Total	**291**	**291**	**100%**	**291**	**100%**	**21**	**7%**	**270**	**93%**	**4**	**1%**

b. **Details of measures for the well-being of workers:**

Category	Total (A)	% of employees covered by									
		Health Insurance		Accident Insurance		Maternity Benefits		Paternity Benefits		Day Care Facilities	
		No. (B)	% (B/A)	No. (C)	% (C/A)	No. (D)	% (D/A)	No. (E)	% (E/A)	No. (F)	% (F/A)
Permanent Workers											
Male	1,862	1,862	100%	1,862	100%	0	0	1,862	100%	1,699	91%
Female	31	31	100%	31	100%	31	100%	0	0%	31	100%
Total	**1,893**	**1,893**	**100%**	**1,893**	**100%**	**31**	**2%**	**1,862**	**98%**	**1,730**	**91%**
Other than Permanent Workers											
Male	3,531	3,531	100%	3,531	100%	0	0%	3,531	100%	804	23%
Female	218	218	100%	218	100%	218	100%	0	0%	11	5%
Total	**3,749**	**3,749**	**100%**	**3,749**	**100%**	**218**	**6%**	**3,531**	**94%**	**815**	**22%**

c. **Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format:**

Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.2%	0.3%

2. **Details of retirement benefits, for Current FY and Previous Financial Year:**

Sr.	Benefits	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)		
		No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total worker	Deducted and deposited with the authority (Y/N/N.A.)
1	PF	100%	100%	Yes	100%	100%	Yes
2	Gratuity	100%	100%	Yes	100%	100%	Yes
3	ESI	0%	4%	Yes	1%	6%	Yes
4	Other	2%	0%	Yes	2%	0%	Yes

3. **Accessibility of workplaces**

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes. Alkem Laboratories Limited ensures that its offices are accessible to differently abled individuals in line with the Rights of Persons with Disabilities Act, 2016. The Company has implemented accessibility measures such as ramps at entry and exit points, wheelchair-friendly parking areas, spacious lifts and specialised restrooms. Manufacturing facilities offer partial accessibility, while office and administration areas within factory premises are equipped to support differently abled employees and visitors.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

Yes. Alkem Laboratories Limited has established a Code of Ethics applicable to all employees, promoting diversity and equal opportunities in alignment with the Rights of Persons with Disabilities Act, 2016. The code is accessible to employees through the Company's intranet, ensuring awareness and adherence to ethical and inclusive practices. https://www.alkemlabs.com/pdf/Alkem_Labs_Code_of_Ethics.pdf

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100	-	100	-
Female	84.3	-	-	-
Total	97.1	-	100	-

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

Category	Yes/No	Details of the mechanism in brief
Permanent Workers	Yes	Alkem has instituted a three-tier grievance management framework covering employees, workers, contractual workforce and third-party employees present on Alkem premises. The mechanism includes: (i) Open Door Policy, through which employees and workers may approach supervisors, line managers or HR managers; (ii) Internal Complaints Committee under POSH, with ICCs constituted across locations for sexual harassment-related grievances; and (iii) Whistle-blower mechanism, enabling confidential reporting of actual or suspected unethical behaviour, policy violations or illegal activities through whistleblower@alkem.co.in. At manufacturing sites, suggestion boxes are installed outside departments and shop-floors, EHS committees include departmental and worker representatives, and daily shop-floor trainings include dialogue sessions for workers to raise grievances.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

7. Membership of employees and worker in association(s) or unions recognised by the listed entity:

Category	FY 2025-26 (Current FY)			FY 2024-25 (Current FY)		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees	17,453	0	0	16,861	0	0
Male	16,931	0	0	16,380	0	0
Female	522	0	0	481	0	0
Total Permanent Workers	1,893	0	0	1,924	0	0
Male	1,862	0	0	1,900	0	0
Female	31	0	0	24	0	0

8. Details of training given to employees and workers:

Category	FY 2025-26 (Current FY)					FY 2024-25 (Previous FY)				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	17,201	17,201	100%	-	-	16,602	16,602	100%	16,380	98%
Female	543	543	100%	-	-	506	506	100%	481	95%
Total	17,744	17,744	100%	5,843	33%	17,108	17,108	100%	16,861	98%
Workers										
Male	5,393	5,393	100%	-	-	5,510	5,510	100%	5,510	100%
Female	249	249	100%	-	-	215	215	100%	215	100%
Total	**5,642**	**5,642**	**100%**	**-**	**-**	**5,725**	**5,725**	**100%**	**5,725**	**100%**

9. Details of performance and career development reviews of employees and worker:

Category	FY 2025-26 (Current FY)*			FY 2024-25 (Previous FY)*		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who had a career review (B)	% (B/A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who had a career review (D)	% (D/C)
Employees						
Male	16,931	14,521	86%	16,380	13,569	83%
Female	522	476	91%	481	404	84%
Total	17,453	14,997	86%	16,861	13,973	83%
Workers						
Male	1,862	1,820	98%	1,900	1,824	96%
Female	31	30	97%	24	24	100%
Total	**1,893**	**1,850**	**98%**	**1,924**	**1,852**	**96%**

*Data exclusive of contractual employees and workers.

10. Health and safety management system

a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/No). If yes, what is the coverage of such system?

Yes, Alkem has implemented an occupational health and safety management system covering manufacturing facilities, research and development centres, offices, depots and warehouses. The system covers permanent and non-permanent employees and workers, contractual workers, and third-party/off-roll employees working within Alkem premises.

b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Alkem has implemented an occupational health and safety management system covering manufacturing facilities, research and development centres, offices, depots and warehouses. The system covers permanent and non-permanent employees and workers, contractual workers, and third-party/off-roll employees working within Alkem premises.

Alkem's EHSS framework covers policy and commitment, risk identification and assessment, legal and regulatory compliance, roles and responsibilities, training and competence, and operational controls. HIRA covers routine and non-routine activities and evaluates exposures that could lead to physical injuries, electrocution, chemical burns and other hazards.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

Alkem has an EHS risk mitigation framework based on a participatory approach for hazard and risk identification. Employees and workers can report work-related hazards through suggestion boxes installed outside departments, daily shop-floor dialogue sessions, monthly EHS committee meetings with worker representation, and direct reporting to immediate function heads or site EHS teams. The Company provides role-specific occupational health and safety training, including emergency preparedness, fire hydrant and firefighting systems, leak and spill control procedures and safety alarms. Under Alkem's "STOP" initiative, each worker, employee and third-party individual present on site is empowered to stop work immediately in an endangering situation until the situation is remedied.

d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Alkem provides non-occupational medical and healthcare services to employees and workers. Each manufacturing site is equipped with Occupational Health and Safety centres staffed by medical practitioners to provide health-related guidance. The Company also has a medical insurance scheme and periodic health check-ups for employees. Under the Alkemites Assistance Programme, the Company has partnered with a third-party service provider to provide free 24x7 online counselling for mental health, diet and nutrition consultation, and legal matters for employees and their immediate family members. These sessions are also available in regional languages.

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0.07	0.09
Total recordable work-related injuries	Employees	0	0
	Workers	1	1
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

Alkem implements comprehensive measures to ensure workplace safety, health and well-being, including regular Environment, Health, Safety (EHS) trainings for employees and workers to improve EHS performance. The Company encourages proactive communication and employee participation in identifying safety concerns and maintaining workplace safety standards. To manage chemical exposure, Alkem uses substitution (as applicable), engineering controls, closed operations and administrative measures, supported by necessary protective equipment/mechanisms. Regular emergency mock drills are conducted to prepare workers and employees for all risks (natural or man-made) associated with day-to-day operations including chemical handling. The Company also recognises ergonomics as part of occupational health, with offices and infrastructure designed to support postural health. Employee well-being activities including yoga sessions, sports activities and mindfulness sessions are conducted to reduce fatigue and support a stress-free workplace.

13. Number of Complaints on the following made by employees and workers:

Topic	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	

14. Assessments for the year:

Topic	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

There are no corrective action plans in place as no critical risk has been identified. However, as proactive measure, we have procured diphotherene kits at few of our sites to address chemical exposure.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

a. Employees (Yes/No): Yes

b. Workers (Yes/No): Yes

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

Alkem undertakes periodic reviews of statutory dues deposited by its value-chain partners. The Company checks relevant statutory compliance documents, including PF, ESIC, professional tax and labour welfare fund challans, invoices, salary sheets and related documentation submitted by contractors and service providers, to verify whether applicable dues have been deducted and deposited.

3. Provide the number of employees / workers having suffered high consequence work related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Category	Total no. of affected employees/ workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Employees	0	0	0	0
Workers	0	0	0	0

4. **Does the entity provide transition assistance programmes to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No).**

Yes

5. Details on assessment of value chain partners:

Topic	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	-
Working Conditions	-

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

No significant risks or concerns were identified from the assessment of health and safety practices and working conditions of value-chain partners during FY 2024-25. Accordingly, no corrective action was reported.

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity:

Alkem identifies stakeholders based on the nature of engagement, extent of dependency, responsibility, influence and impact on business operations and decision-making. The Company considers individuals, groups or institutions that are affected by, associated with or capable of influencing its operations as stakeholders. Stakeholder identification is carried out through ongoing business interactions, operational interfaces, regulatory requirements, sustainability priorities and value-chain relationships. Special attention is provided to vulnerable and marginalised stakeholders wherever relevant.

Alkem's stakeholder engagement process is designed to understand stakeholder expectations, concerns and priorities and integrate them into business decision-making and sustainability initiatives. Engagement channels include meetings, surveys, audits, digital communication platforms and operational interactions.

2. **List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group:**

Stakeholder Group	Whether identified as Vulnerable & Marginalised Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly / others – please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Customers	No	Customer meetings, doctor interactions, digital platforms, email, website, customer care mechanisms, surveys	Continuous / Periodic	Product quality, product efficacy, product safety, ethical marketing, product availability, pharmacovigilance and customer satisfaction
Communities	Yes	CSR programmes, community meetings, awareness programmes, health camps, local engagement initiatives	Periodic / Need-based	Community development, healthcare access, education, sanitation, local employment and environmental concerns
Business Partners/ Vendors/ Contractors	No	Supplier meetings, audits, assessments, email communication, review meetings, vendor onboarding processes	Periodic	Quality compliance, responsible sourcing, ESG requirements, health & safety practices, statutory compliance and operational performance
Employees	No	Townhalls, meetings, HR platforms, surveys, intranet, email communication, training sessions	Continuous	Employee well-being, career development, workplace safety, diversity and inclusion, performance management and engagement
Workers	Yes	Shop-floor meetings, trainings, EHS committees, grievance mechanisms, suggestion boxes	Continuous	Workplace safety, working conditions, welfare measures, grievance redressal and operational concerns
Regulatory Authorities	No	Regulatory filings, inspections, submissions, meetings and compliance interactions	Periodic / As required	Regulatory compliance, product approvals, statutory reporting, inspections and governance matters
Unitholders/ Investors	No	Annual General Meetings, investor meetings, earnings calls, stock exchange filings, annual reports, investor presentations	Quarterly / Annual / Event-based	Financial performance, governance, ESG performance, risk management and business strategy

LEADERSHIP INDICATORS

1. **Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.**

   Alkem engages with stakeholders through structured and ongoing engagement mechanisms across business operations and sustainability initiatives. Stakeholder feedback relating to economic, environmental and social topics is collected through operational interactions, investor engagements, customer interfaces, employee engagement platforms, supplier assessments, grievance mechanisms, audits, surveys, community programmes and regulatory interactions. As part of its FY 2025-26 Double Materiality Assessment process, stakeholder consultations were also undertaken to identify and prioritize material ESG topics and associated impacts, risks and opportunities. Inputs and material concerns arising from these engagements are escalated to senior management and relevant functional teams. Significant ESG-related matters, strategic sustainability priorities, compliance-related matters and material stakeholder concerns are subsequently reviewed through Board-level governance mechanisms, including the CSR and Sustainability Committee and senior leadership discussions.

2. **Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

   Yes. Alkem uses stakeholder consultation processes to support the identification, prioritization and management of material environmental, social and governance topics. During FY2025-26, stakeholder inputs formed an important part of the Double Materiality Assessment exercise undertaken by the Company to identify material impacts, risks and opportunities across operations and value chain activities. Inputs received from stakeholders were incorporated into sustainability priorities, risk-management approaches and operational initiatives, including the following

Stakeholder Input Area	How inputs were incorporated into policies and activities
Employee well-being and workplace safety	Inputs from employees and workers were incorporated into health and safety practices, training programmes, grievance mechanisms, mental-health support initiatives and workplace welfare measures.
Community healthcare and development	Community engagement inputs supported implementation of CSR initiatives relating to healthcare access, education, sanitation and community-development programmes.
Responsible sourcing and compliance	Vendor and contractor engagement supported strengthening of ESG-linked supplier assessment processes and compliance expectations.
Product quality and patient safety	Customer and healthcare practitioner interactions contributed to strengthening product quality, pharmacovigilance and responsible product stewardship practices.
Environmental sustainability	Operational and stakeholder inputs supported implementation of initiatives relating to energy efficiency, waste management, water stewardship, renewable energy adoption and climate-risk mitigation measures identified through the Company's sustainability and materiality assessment processes.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalised stakeholder groups.

Alkem engages with vulnerable and marginalised stakeholder groups through its operational, employee welfare and CSR initiatives, with focus areas including healthcare accessibility, worker well-being, community development and social inclusion.

PRINCIPLE 5: Businesses should respect and promote human rights

ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2025-26 (Current FY)			FY 2024-25 (Previous FY)		
	Total (A)	No. of employees /workers covered (B)	% (B / A)	Total (C)	No. of employees /workers covered (D)	% (D / C)
Employees						
Permanent	17,453	12,681	72%	16,861	16,861	100%
Other than permanent	291	-	-	247	247	100%
Total Employees	17,744	12,681	71%	**17,108**	**17,108**	**100%**
Workers						
Permanent	1,893	-	-	1,924	1,924	100%
Other than permanent	3,749	-	-	3,801	3,801	100%
Total Workers	**5,642**	**-**	**-**	**5,725**	**5,725**	**100%**

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2025-26 Current FY					FY 2024-25 (Previous FY)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	16,931	0	0%	16,931	100%	16,380	505	3	15,875	97
Female	522	0	0%	522	100%	481	20	4	461	96
Other than Permanent										
Male	270	270	100%	0	0%	222	222	100	0	0
Female	21	21	100%	0	0%	25	25	100	0	0

Category	FY 2025-26 Current FY					FY 2024-25 (Previous FY)				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Workers										
Permanent										
Male	1,862	0	0%	1,862	100%	1,900	0	0	1,900	100
Female	31	0	0%	31	100%	24	0	0	24	100
Other than Permanent										
Male	3,531	3,531	100%	0	0%	3,610	3,610	100	0	0
Female	218	218	100%	0	0%	191	191	100	0	0

3. Details of remuneration/salary/wages, in the following format:

a. Median remuneration/ wages:

	Male		Female	
	Number	Median remuneration	Number	Median remuneration
Board of Directors (BoD)	6	3,74,83,338	1	3,91,80,156
Key Managerial Personnel	3	2,28,10,404	0	0
Employees other than BoD and KMP	16922	2,82,276	521	3,87,180
Workers	1862	2,36,136	31	1,60,704

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Gross wages paid to females as % of total wages	4.5	4.3

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes. Alkem has constituted an Ethics Committee to oversee matters relating to Human Rights and to support alignment with applicable human rights principles, including the Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, the Constitution of India, and relevant local and international laws and regulations. The Committee is responsible for reviewing and addressing human rights-related concerns arising within the Company.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

Alkem Laboratories Limited is working towards further formalising its human rights governance framework, including policy-level guidance and defined processes for handling related grievances. This is expected to strengthen consistency in the assessment, escalation and resolution of concerns, while supporting improved identification and management of human rights-related risks.

Currently, human rights-related complaints may be raised through the Company-wide whistleblower mechanism. Such matters are reviewed and investigated under the oversight of the Ethics Committee, with support from the Internal Audit Team, to ensure appropriate evaluation and closure.

6. Number of Complaints on the following made by employees and workers:

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	2	0	-	0	0	-
Discrimination at Workplace	0	0	-	0	0	-
Child Labour	0	0	-	0	0	-
Forced Labour/ Involuntary Labour	0	0	-	0	0	-
Wages	0	0	-	0	0	-
Other human rights related issues	15	0	Complaints related to workplace harassment, ethics and others	0	0	-

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

Category	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Complaints reported under Sexual Harassment on of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	0
Complaints on POSH as a % of female employees / workers	0.26%	0
Complaints on POSH upheld	1	0

8. Mechanisms to prevent adverse consequences to the complaints in discrimination and harassment cases.

Alkem Laboratories Limited has established safeguards to encourage responsible reporting of concerns without fear of retaliation. The Company's Whistle Blower Policy provides for anonymity and protection of individuals who raise concerns in good faith, helping ensure that complainants are not subjected to victimisation or adverse treatment at the workplace.

The Company also strives to maintain a safe, respectful and bias-free work environment. In line with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, Alkem has adopted a Prevention of Sexual Harassment Policy. An Internal Complaints Committee has been constituted at the head office to examine and resolve complaints through a fair and structured process. Similar committees are also in place across business locations to ensure accessibility and effective coverage.

9. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes. Human rights expectations are embedded in the Company's business arrangements. Alkem has adopted a Code of Ethics for Suppliers, Vendors and Other Stakeholders, which sets out the Company's commitment to respecting human rights and ethical practices in the value chain and applies to suppliers, contractors, and vendors.

10. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced/ Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at Workplace	100%
Wages	100%
Others – please specify	-

11. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

No significant risks were observed from the assessments.

LEADERSHIP INDICATORS

1. Details of a business process being modified / introduced as a result of addressing human rights grievances/ complaints.

No critical human rights related grievance or complaint received.

2. Details of the scope and coverage of any Human Rights Due Diligence conducted.

The human rights due diligence was conducted internally at all manufacturing sites, corporate offices and depots.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Alkem's office locations are equipped with access-friendly infrastructure to support persons with disabilities, in accordance with the Rights of Persons with Disabilities Act, 2016. Facilities such as entrance and exit ramps, reserved parking for wheelchair users, accessible lifts and specially equipped washrooms have been provided at office premises. At manufacturing sites, access may be restricted in certain operational zones due to the nature of activities; however, suitable assistance and necessary arrangements are made to facilitate movement for differently abled employees and visitors within permitted areas.

4. **Details on assessment of value chain partners:**

	% of value chain partners (by value of business done with such partners) that were assessed
Child Labour	-
Forced/ Involuntary Labour	
Sexual Harassment	
Discrimination at Workplace	
Wages	
Others – Safety	

5. **Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 4 above.**

Not applicable.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

ESSENTIAL INDICATORS

1. **Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
From renewable sources		
Total Electricity Consumption (A) (GJ)	12,212	4,434
Total Fuel Consumption (B) (GJ)	1,89,120	2,03,911
Energy Consumption through other sources (C) (GJ)	0	0
Total Energy Consumption from renewable sources (A+B+C) (GJ)	**2,01,332**	**2,08,345**
From non-renewable sources		
Total Electricity Consumption (D) (GJ)	3,74,987	3,72,529
Total Fuel Consumption (E) (GJ)	1,78,181	3,90,489
Energy Consumption through other sources (F) (GJ)	0	0
Total Energy Consumption from non-renewable sources (D+E+F) (GJ)	**5,53,168**	**7,63,017**
Total Energy Consumption (A+B+C+D+E+F) (GJ)	**7,54,500**	**9,71,362**
Energy Intensity per rupee of turnover (Total energy consumed / Revenue from operations) (GJ per Million INR)	7.1	9.2
Energy Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP) (GJ per Million USD)	145.0	189.6
Energy Intensity in terms of physical output (GJ/MT of product generated)	16.3	16.1
Energy Intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, Deloitte Haskins & Sells LLP

2. **Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.**

No. The Pharmaceutical sector is not covered under the PAT Scheme.

3. **Provide details of the following disclosures related to water, in the following format:**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	1,76,792	1,96,934
(ii) Groundwater	3,31,247	3,63,602
(iii) Third party water	1,09,406	1,22,785
(iv) Seawater / desalinated water	0	0
(v) Others (Rainwater storage)	1,620	1,440
Total volume of Water Withdrawal (in kilolitres) (i + ii + iii + iv + v)	6,19,064	6,84,761
Total volume of Water Consumption (in kilolitres)	5,80,641	6,56,441

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water Intensity per rupee of turnover (Water consumed / Revenue from operations) (kl per Million INR)	5.5	6.2
Water Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP) (GJ per Million USD)	**111.6**	**128.2**
Water Intensity in terms of physical output (GJ/MT of product generated)	12.5	10.9
Water Intensity (optional) – the relevant metric may be selected by the entity	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, Deloitte Haskins & Sells LLP

4. **Provide the following details related to water discharged:**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(ii) To Groundwater		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iii) To Seawater		
- No treatment	0	0
- With treatment – please specify level of Treatment	0	0
(iv) Sent to third-parties		
- No treatment	11,348	0
- With treatment – please specify level of Treatment - Secondary	27,075	28,320
(v) Others	0	
- No treatment		
- With treatment – please specify level of Treatment	0	
Total water discharged (in kilolitres)	**38,423**	**28,320**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, Deloitte Haskins & Sells LLP

5. **Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.**

Yes. Alkem has implemented Zero Liquid Discharge systems across select manufacturing locations. This forms part of its wastewater management approach to achieve water neutrality across operations by FY 30. During the reporting year, 58% of the Company's manufacturing units, including Ankleshwar, Mandva and 5 units of Sikkim were covered under ZLD infrastructure. Further, 83% of manufacturing sites did not discharge wastewater outside the plant boundary.

All manufacturing facilities are supported by Effluent Treatment Plants for treating wastewater generated from operations. During FY 2025-26, approximately 84% of treated wastewater was reused within the Company's facilities for purposes such as utilities and landscaping. Alkem continues to follow water recycling practices with the objective of lowering dependence on freshwater. During the year, the Company recorded a 2,000 litres per ₹ Crore of revenue in total freshwater consumption, compared to the previous year.

6. **Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:**

Parameter	Please specify unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
NOx	MT	29	40
SOx	MT	15	35
Particulate matter (PM)	MT	50	89
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. N

7. **Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 1 Emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent (tCO_2e)	19,088.7	33,018
Total Scope 2 Emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available) (Market based)	Metric tonnes of CO_2 equivalent (tCO_2e)	74,116.3	76,079
Total Scope 1 and Scope 2 Emissions	**(tCO_2e)**	**93,205**	**1,09,097**
Total Scope 1 and Scope 2 Emissions Intensity per rupee of turnover (Total Scope 1 and Scope 2 GHG Emissions / Revenue from operations)	tCO_2e / Million INR	0.9	1.0
Total Scope 1 and Scope 2 Emissions Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total Scope 1 and Scope 2 GHG Emissions / Revenue from operations adjusted for PPP)	tCO_2e / Million USD	17.9	21.3
Total Scope 1 and Scope 2 Emissions Intensity in terms of physical output	tCO_2e/MT of product generated	2.0	1.8
Total Scope 1 and Scope 2 Emissions Intensity (optional) – the relevant metric may be selected by the entity	-	-	-

Note: Scope 1 & 2 emissions include emissions from fuel consumption, purchased electricity and steam, and fugitive emissions. The Scope 2 emissions calculated using the location-based approach for the reporting year are 76,525 tCO_2e. The reported emissions have been calculated using emission factors sourced from the US EPA GHG Emission Factors Hub and India CEA Grid Emission Database (Version 21).

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, Deloitte Haskins & Sells LLP

8. **Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details**

Yes. The Company has set a voluntary target to reduce its Scope 1 and Scope 2 emissions by 42% by FY 2033, using FY 2023 as the baseline year. To support progress against this target, Alkem has undertaken several initiatives focused on energy efficiency, monitoring and transition to cleaner energy sources, including:

- Conducting energy audits across sites to identify opportunities for energy conservation
- Installing IoT-enabled energy meters for real-time tracking and monitoring of energy consumption
- Progressing green energy initiatives, including:
  - Use of bio-briquettes in boilers as an alternative to conventional fossil fuels
  - Procurement/use of solar power through captive and open access arrangements

In addition, to address residual Scope 2 emissions, Alkem plans to procure Renewable Energy Certificates (RECs) from the Indian Energy Exchange (IEX) which are expected to cover an additional 40-50% of our decarbonisation target.

The Company continues to monitor the impact of these initiatives and track progress against its emissions reduction roadmap.

9. **Provide details related to waste management by the entity, in the following format:**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	1,596	1,528
E-waste **(B)**	2	2
Bio-medical waste **(C)**	19	17
Construction and demolition waste **(D)**	0	0
Battery waste **(E)**	8	6
Radioactive waste **(F)**	0	0
Other Hazardous waste Please specify (if any). **(G)**	873	922
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3,730	3,103
Total (A+B + C + D + E + F + G+ H)	**6,228**	**5,578**

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Waste Intensity per rupee of turnover (Total waste generated / Revenue from operations) (MT per Million INR)	0.1	0.1
Waste Intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total waste generated / Revenue from operations adjusted for PPP) (MT per Million USD)	1.2	1.1
Waste Intensity in terms of physical output (MT/ MT of product generated)	0.1	0.1
Waste intensity (optional) – the relevant metric may be selected by the entity		-
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	5,151	4,546
(ii) Re-used	0	128
(iii) Other recovery operations	780	614
Total	**5,931**	**5,288**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	289	248
(ii) Landfilling	114	131
(iii) Other disposal operations	10	8
Total	**413**	**387**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. Yes, Deloitte Haskins & Sells LLP

10. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The Company follows a structured waste management approach focused on: waste audits, investment in innovation & R&D, actions plan to reduce waste generation, training for employees, integration of recycling programmes and quantified targets to minimise waste. In line with its sustainability objectives, Alkem recycles/reuses 99% of its non-hazardous waste. Non-hazardous waste streams such as glass, paper, metal and food waste are either recycled, reused or handled through appropriate disposal channels.

For hazardous waste, Alkem engages government-authorised agencies for collection, recycling, co-processing or disposal, depending on the nature and category of waste. The Company also continues to evaluate opportunities to reduce the use of hazardous and toxic chemicals in its products and processes, wherever operationally feasible.

11. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

None of the company's operations/ offices are situated in ecologically sensitive areas.

S. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
	Not applicable			

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current Financial Year:

No EIA was conducted during the financial year.

S. No.	Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes/ No)	Results communicated in public domain (Yes/ No)	Relevant Web link
1	Not Applicable					
2						

13. **Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:**

S. No.	Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines/ penalties/ action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
No fines and penalties received for non-compliance in the current financial year.				

LEADERSHIP INDICATORS

1. **Water withdrawal, consumption and discharge in areas of water stress (in kiloliters):**

For each facility / plant located in areas of water stress, provide the following information:

a. Name of the Area: **Manufacturing :** Daman (Amaliya and Kachigam); Depots: Jaipur, Ahmedabad, Patna

b. Nature of operations: Manufacturing of pharmaceutical products and warehousing of these products

c. Water withdrawal, consumption, and discharge in the following format:

Parameter	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Water withdrawal by source (in kiloliters)		
(i) To Surface water	0	0
(ii) Groundwater	1,66,672	2,07,840
(iii) Third party water	14,895	23,500
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
Total volume of water withdrawal (in kiloliters)	1,81,567	2,31,340
Total volume of water consumption (in kiloliters)	1,80,985	2,31,340
Water intensity per rupee of turnover (Water consumed / turnover) (kl/Million INR)	1.7	2.2
Water intensity (optional) – the relevant metric may be selected by the entity	-	-
Water discharge by destination and level of treatment (in kiloliters)		
(i) Into Surface Water		
- No Treatment	0	0
- With Treatment – please specify level of treatment	0	0
(ii) Into Groundwater		
- No Treatment	0	0
- With Treatment – please specify level of treatment	0	0
(iii) Into Seawater		
- No Treatment	0	0
- With Treatment – please specify level of treatment	0	0
(iv) Sent to third parties		
- No Treatment	582	0
- With Treatment – please specify level of treatment	0	0
(v) Others		
- No Treatment	0	0
- With Treatment – please specify level of treatment	0	0
Total water discharged (in kiloliters)	**582**	**0**

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. N

2. Please provide details of total Scope 3 emissions & its intensity, in the following format

Parameter	Unit	FY 2025-26 (Current Financial Year)	FY 2024-25 (Previous Financial Year)
Total Scope 3 Emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	We are in the process of compiling and verifying scope 3 data for FY 26 and it will be presented as part of the upcoming Sustainability Report.	5,72,935.63
Total Scope 3 Emissions Intensity per rupee of turnover (Total Scope 3 GHG Emissions / Revenue from operations)			
Total Scope 3 Emissions Intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. N

3. With respect to the ecologically sensitive areas reported at Question 10 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

Not applicable

4. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr.	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Green energy transition	Alkem is progressively increasing the share of cleaner energy in its operations by using bio-briquettes in boilers and solar power sourced through captive as well as open access arrangements.	During the reporting year, renewable energy accounted for 26% of total energy consumption, supporting reduction in greenhouse gas emissions.

5. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes. The Company has an enterprise-level Business Continuity Plan to manage potential disruptions arising from planned or unforeseen events. The plan covers key operational risks such as extreme weather incidents, leadership transitions, supply chain interruptions and system failures, and defines response and recovery measures to reduce business impact and financial exposure. Oversight of business continuity forms part of the Risk Committee's terms of reference.

Alkem has also put in place disaster management plans across its manufacturing facilities. These sites are equipped with emergency response mechanisms to support preparedness, continuity of critical operations and timely recovery in the event of a disaster.

6. Disclose any significant adverse impact to the environment arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

During the reporting period, the Company did not identify any material adverse environmental impact attributable to its value chain. Alkem continues to keep track of relevant operational and supply chain activities through periodic reviews and engagement with value chain partners to assess potential environmental risks. Where required, appropriate preventive measures and controls are integrated into sourcing and operating practices to promote environmentally responsible conduct across the value chain.

7. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impact. - No value chain partner was assessed during the year.

8. How many Green Credits have been generated or procured?

a. By the listed entity - Nil

b. By the top ten (in terms of value of purchases and sales, respectively) value chain partners - Nil

PRINCIPLE 7: Businesses when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

ESSENTIAL INDICATORS

1. a Number of affiliations with trade and industry chambers/associations.

The Company is an active member of six (6) trade and industry chambers/associations.

b) List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

Sr.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers / associations (State/National/International)
1.	Indian Drugs Manufacturer's Association (IDMA)	National
2.	Indian Pharmaceutical Alliance (IPA)	National
3.	Bombay Chamber of Commerce & Industry	National
4.	Pharmaceutical Export Promotion Council of India	National
5.	Federation of Pharma Entrepreneurs (FOPE)	National
6.	Pharmaceutical Supply Chain Initiative (PSCI)	International

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

During the Financial Year 2025-26, the Company has not received any cases related to anti-competitive practices.

Name of Authority	Brief of the case	Corrective action taken
	Not Applicable	

LEADERSHIP INDICATORS

1. Details of public policy positions advocated by the entity:

No public policy positions are advocated by the entity in reporting year.

S. No.	Public policy advocated	Method resorted for such advocacy	Whether information available in public domain? (Yes/No)	Frequency of Review by Board (Annually/ Half yearly/ Quarterly/ Others – please specify)	Web Link, if available
1.			NONE		

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

ESSENTIAL INDICATORS

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current Financial Year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes/ No)	Relevant Web link
Supporting Digital Classrooms for Enhancing Learning Outcomes – Digital classrooms enabled in 240 government schools (Bihar)	1		Yes	Yes	https://www.alkemlabs.com/sustainability/csr#action-plan
Support for Farmers Livelihood with Global Vikas Trust (GVT) – Reached 6,000+ farmers in Maharashtra	2		Yes	Yes	https://www.alkemlabs.com/sustainability/csr#action-plan
Support to Olympic Gold Quest Programme implemented by Foundation of Promotion of Sports and Games – Supported 223 athletes across Olympic & Paralympic disciplines	3		Yes	Yes	https://www.alkemlabs.com/sustainability/csr#action-plan

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:

There is no R&R being undertaken by the Company.

S. No.	Name of project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY26 (in ₹)
	Not Applicable					

3. Describe the mechanisms to receive and redress grievances of the community.

The company carries out its CSR projects in collaboration with credible partner organisations. We follow a participatory approach, which means local communities and other key stakeholders are actively involved in planning and running the projects. This helps build a sense of ownership within the community and supports the long-term success of our initiatives.

To make sure concerns are heard and addressed, our CSR team and partner agencies regularly connect with community members, local authorities, and other stakeholders through formal/informal platforms including quarterly meetings with communities, participatory workshops etc. There's also a proper system in place for people to raise any issues—either through the implementing agency or directly with the company. The contact details of CSR coordinators at each site are made available to communities and all relevant stakeholders for direct grievance redressal in their local language. There is a dedicated email id displayed across all platforms of Alkem Foundation - Website, Social Media handles, all project-related PR material, where grievances/ queries may be registered. All grievances are reviewed within a set timeframe, in coordination with involved stakeholders. This approach helps ensure transparency, accountability, and keeps us constantly improving how we deliver our projects.

4. Percentage of input material (inputs to total inputs by value) sourced from local or small-scale suppliers:

	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Directly sourced from MSMEs/ Small producers	27.1%	11.8%
Directly from within India	84.4%	87.7%

5. **Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost**

Location	FY 2025-26 (Current FY)	FY 2024-25 (Previous FY)
Rural	10.3%	12.8%
Semi-urban	15.0%	12.8%
Urban	27.0%	14.8%
Metropolitan	47.7%	59.1%

LEADERSHIP INDICATORS

1. **Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):**

Not Applicable

Details of negative social impact identified	Corrective action taken

2. **Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:**

S. no.	State	Aspirational District	Amount Spent (in ₹)
1	Bihar	Muzaffarpur - Home-based Palliative Care for Advance Stage Cancer Patients	44,15,224
2	Bihar	Muzaffarpur - Shri Samprada Singh Memorial Radiotherapy Centre	NA
3	Sikkim	Soreng - Project Aagaz- Health and Sanitation	26,23,647

3. (a) **Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalised /vulnerable groups? (Yes/No)**

Yes. The Company has instituted a Supplier Diversity Programme to encourage broader participation of diverse and underrepresented supplier groups in the pharmaceutical supply chain. The programme focuses on:

i. Expanding procurement opportunities for suppliers from historically underrepresented groups.

ii. Supporting the capacity-building and growth of diverse suppliers through relevant assistance and resources.

iii. Strengthening business outcomes by bringing in varied perspectives, capabilities and experiences from the supplier base.

(b) **From which marginalised /vulnerable groups do you procure?**

The Supplier Diversity Programme seeks to engage with a range of diverse supplier categories, including women-owned enterprises, small and medium enterprises, social enterprises, minority-owned enterprises and enterprises owned by persons with disabilities.

(c) **What percentage of total procurement (by value) does it constitute?**

We are currently making provisions to identify and track the value of procurement under supplier diversity programme.

Unit of reporting (i.e by Quantity or by Value – please specify)	Total No. of Inputs sourced from all suppliers	No. of Inputs sourced from marginalised / vulnerable groups	Percentage of Inputs sourced from marginalised / vulnerable groups

4. **Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current Financial Year), based on traditional knowledge.**

S. No.	Intellectual Property based on traditional knowledge	State Owned/ Acquired (Yes/ No)	Benefit shared (Yes/ No)	Basis of calculating benefit share
	Not Applicable			

5. **Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved.**

Name of the authority	Brief of the case	Corrective action taken
	Not Applicable	

6. **Details of beneficiaries of CSR Projects.**

Sr.	CSR Project	No. of persons benefited from CSR Projects	% of beneficiaries from vulnerable and marginalised group
1.	Health	2,31,947	100%
2.	Environment & Sustainability	23,594	100%
3.	Research & Innovation	NA	NA
4.	Integrated Village Development	6,12,083	100%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in responsible manner

ESSENTIAL INDICATORS

1. **Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

The Company has put in place a structured process for capturing, reviewing and resolving consumer complaints and feedback. Standard operating procedures define the way customer concerns are received, assessed and addressed. To further support timely reporting, Alkem's website provides a dedicated facility for reporting adverse events associated with its products.

Weblink for adverse event reporting: https://www.alkemlabs.com/adverse-event-reporting.php

Alkem Laboratories Limited maintains a pharmacovigilance framework aimed at safeguarding patient well-being through the timely identification, collection, evaluation and communication of adverse events relating to its medicines.

Consumers or other individuals may report suspected adverse reactions or side effects linked to Alkem's products through the following channels:

- Adverse Drug Reaction (ADR) Reporting Toll-Free Number: 1800-22-99-10, available Monday to Friday between 9:30 am and 5:30 pm
- Online ADR reporting form: https://www.alkemlabs.com/pdf/adverse/Alkem%20ADR%20Reporting%20Form.pdf

Alkem's Pharmacovigilance Policy is available at: https://www.alkemlabs.com/pdf/adverse/Alkem%20ADR%20Reporting%20Form.pdf

These mechanisms enable safety-related concerns to be reported and reviewed in a timely manner, while supporting continuous monitoring of product performance after the products are made available to consumers.

2. **Turnover of products and/ services as a percentage of turnover from all products/service that carry information.**

Type	As a percentage to total turnover
Environment and Social parameters relevant to product	0
Safe and responsible usage	100%
Recycling and/or safe disposal	0

3. Number of consumer complaints

	FY 2025-26 (Current Financial Year)			FY 2024-25 (Previous Financial Year)		
	Received during the year	Pending resolution at the end of year	Remarks	Received during the year	Pending resolution at the end of year	Remarks
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Others – Pharmacovigilance Reports	116	0	Reports on adverse drug reactions, product quality and others	116	0	Reports on adverse drug reactions

4. Details of instances of product recalls on account of safety issues

	Number	Reason for recall
Voluntary recalls	36	Out of specification (OOS) and Market complaints
Forced recalls	8	Out of specification (OOS) and Not of Standard Quality (NSQ)

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes. Alkem has adopted a Corporate Information Technology Policy to address cyber security and data privacy risks. The policy follows a layered security approach and includes multiple controls, tools and processes to protect organisational data from potential threats, breaches and unauthorised access. This framework is designed to ensure that, in the event of a system issue or attempted breach, additional security layers help detect, contain and mitigate the risk.

The Company also aligns its information security practices with the ISO 27001 standard for managing information security. The policy is hosted on the Company's intranet and is accessible to all employees.

Alkem's Privacy Policy can be found here - https://www.alkemlabs.com/policies/privacy-policy

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

Not Applicable

Sr. Topic	Corrective Actions
1. Advertising	-
2. Delivery of essential services	-
3. Cybersecurity & Data Privacy	-
4. Product Recalls	Product recalls during the year were handled in accordance with the Company's established recall management procedures, including investigation, root cause analysis and corrective/ preventive actions, wherever applicable, in line with regulatory and quality requirements.
5. Product safety/Services	-

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches - 0

b. Percentage of data breaches involving personally identifiable information of customers - 0

c. Impact, if any, of the data breaches - NA

LEADERSHIP INDICATORS

1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).

Information relating to the Company's products and services is available on Alkem's official website at http://www.alkemlabs.com/.

Relevant product and business information is also disclosed through the Company's Annual Reports, which are publicly available. Annual Reports and Sustainability/ ESG-related disclosures can be accessed at the following links:

Annual Reports: https://www.alkemlabs.com/investors/annual-reports

Sustainability / ESG: https://www.alkemlabs.com/sustainability/esg

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

The Company places strong emphasis on consumer safety and responsible product use. Alkem provides necessary information relating to safe storage, usage, possible adverse effects, precautions and disposal of its products in line with applicable regulatory requirements. Such information is made available through appropriate channels, including product labels, information leaflets and the Company's website. Alkem remains committed to offering quality products while enabling consumers to use them in a safe and informed manner.

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

The Company follows a transparent communication approach for informing consumers and stakeholders about any product disruption or discontinuation. In case of discontinuation of scheduled formulations, Alkem issues public notices in newspapers, generally at least six months in advance, after obtaining necessary approvals from the relevant government authorities. Such notices specify the product proposed to be discontinued, the expected timeline for discontinuation and its possible impact on product availability in the market.

4. A. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable)? If yes, provide details in brief.** No, we display information as per local and regional laws where our products are marketed.

   B. **Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)** No

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INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION IN ALKEM LABORATORIES LIMITED'S BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

To the Board of Directors
of ALKEM LABORATORIES LIMITED

1. We have undertaken to perform reasonable assurance engagement, for **ALKEM LABORATORIES LIMITED** (the "Company") vide our engagement letter dated January 23, 2026 in respect of the agreed Sustainability Information listed below (the "Identified Sustainability Information" or "BRSR Core indicators") in accordance with the Criteria stated in paragraph 3 below. This Sustainability Information is included in the Business Responsibility and Sustainability Report (the "BRSR Report" or the "Report") included within the Annual Report (the "AR") of the Company for the year ended March 31, 2026. This engagement was conducted by a multidisciplinary team including assurance practitioners, environmental engineers and specialists.

2. **Identified Sustainability Information**

Our scope of reasonable assurance consists of the BRSR Core indicators listed in the Appendix I to our report. The reporting boundary of the BRSR Report is as disclosed in Question 13 of Section A: General Disclosure of the BRSR with exceptions disclosed by way of note under respective questions of the BRSR Report, where applicable.

Our reasonable assurance engagement was with respect to the year ended March 31, 2026 information only unless otherwise stated and we have not performed any procedures with respect to earlier periods or any other elements included in the BRSR Report and, therefore, do not express any opinion thereon.

3. **Criteria**

The Criteria used by the Company to prepare the Identified Sustainability Information is as under:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended; and
- Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026 (the "SEBI Master Circular").

4. **Management's Responsibility**

The Company's management is responsible for selecting or establishing suitable criteria for preparing the Sustainability Information including the reporting boundary of the BRSR Report, taking into account applicable laws and regulations, if any, related to reporting on the Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria.

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This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the BRSR Report and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error.

5. **Inherent limitations**

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between companies.

6. **Our Independence and Quality Control**

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India (the "ICAI") and the SEBI Master Circular and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.

We apply Standard on Quality Control ("SQC") 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

7. **Our Responsibility**

Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information listed in Appendix I based on the procedures we have performed and evidence we have obtained.

We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", and Standard on Assurance Engagements (SAE) 3410 "Assurance Engagements on Greenhouse Gas Statements" (together the "Standards"), both issued by the Sustainability Reporting Standards Board (the "SRSB") of the ICAI.

These Standards require that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information listed in Appendix I and included in the BRSR Report are prepared, in all material respects, in accordance with the Criteria.

As part of a reasonable assurance engagement in accordance with the Standards, we exercise professional judgment and maintain professional skepticism throughout the engagement.

A reasonable assurance engagement involves identifying and assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, analytical procedures and agreeing or reconciling with underlying records.

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Given the circumstances of the engagement, in performing the procedures listed above, we:

- Obtained an understanding of the Identified Sustainability Information and related disclosures;
- Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information;
- Made inquiries of Company's management, including sustainability team, environment team, legal and compliance team, human resource team amongst others and those with the responsibility for preparation of the Report;
- Obtained an understanding and performed an evaluation of the design of the key systems, processes and controls for recording, processing and reporting on the Identified Sustainability Information at the corporate office and at other sites/locations on a sample basis. This included evaluating the design of those controls relevant to the engagement and determining whether they have been implemented by performing procedures in addition to inquiry of the personnel responsible for the Identified Sustainability Information;
- Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures;
- Tested the key assumptions, emission factors and methodologies used for calculation of the Greenhouse Gas (the "GHG") emissions;
- Tested the Company's process for collating the sustainability information through agreeing or reconciling the Identified Sustainability Information with the underlying records on a sample basis; and
- Tested the consolidation for sites/locations on a sample basis under the reporting boundary for ensuring the completeness of data being reported.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion.

8. **Exclusions**

Our assurance scope excludes the following and therefore we do not express an opinion on:

- Operations of the Company other than Reporting Boundary set out in Question 13 of Section A: General Disclosures of the BRSR Report, for the Identified Sustainability Information listed in Appendix I;
- Aspects of the BRSR Report and the data/information (qualitative or quantitative) other than the Identified Sustainability Information;
- Data and information outside the defined reporting period i.e. the financial year ended March 31, 2026; and
- The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

9. **Other information**

The Company's management is responsible for the other information. The other information comprises the information included within the BRSR Report, other than Identified Sustainability Information and our independent assurance reports dated July 16, 2026 thereon.

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Our opinion on the Identified Sustainability Information does not cover the other information and we do not express any form of assurance thereon.

In connection with our assurance engagement of the Identified Sustainability Information, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the Identified Sustainability Information or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

10. **Reasonable Assurance Opinion**

Based on the procedures we have performed and the evidence we have obtained, the BRSR Core indicators for the year ended March 31, 2026 listed in Appendix I and presented in the BRSR Report are prepared in all material respects, in accordance with the Criteria as stated in paragraph 3 above.

11. **Other matter**

BRSR Core indicators of the Company for the year ended March 31, 2025 were assured by the previous assurance practitioner who had expressed an unmodified opinion on July 9, 2025. Our opinion is not modified in respect of this matter.

12. **Restriction on use**

Our Reasonable Assurance report has been prepared and addressed to the Board of Directors of the Company at the request of the Company solely, to assist the Company in reporting on Company's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our Reasonable Assurance report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For Deloitte Haskins & Sells LLP
Chartered Accountants
(Firm's Registration No. 117366W / W-100018)

Pratiq Shah
Partner
Membership No. 111850
UDIN: 26111850LIGOTU2258

Place: Mumbai
Date: July 16, 2026

**Deloitte
Haskins & Sells LLP**

APPENDIX I

Identified Sustainability Information subject to Reasonable Assurance

Sr. No	*BRSR (Essential-[E]) Indicator Reference*	*Description of Indicator*
1	Principle 1, Question 8 [E]	Number of days of accounts payables ((Accounts payable *365) / Cost of goods/services procured).
2	Principle 1, Question 9 [E]	Details of concentration of purchases and sales with trading houses, dealers, and related parties along with loans and advances & investments, with related parties.
3	Principle 3, Question 1(c) [E]	Spending on measures towards the well-being of employees and workers (including permanent and other than permanent).
4	Principle 3, Question 11 [E]	-Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hours worked) (employees and workers) -Total recordable work-related injuries (employees and workers) -Number of Permanent Disabilities -No. of fatalities (employees and workers)
5	Principle 5, Question 3(b) [E]	Gross wages paid to females as % of total wages paid by the entity.
6	Principle 5, Question 7 [E]	Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
7	Principle 6, Question 1 [E]	-Total energy consumption (total electricity, total fuel) -Total energy consumption from renewable sources (% of energy consumed from renewable sources) -Energy intensity per rupee of turnover -Energy intensity per Rupee adjusted for PPP -Energy intensity per Product or Service
8	Principle 6, Question 3 [E]	-Total volume of water withdrawal (in kilolitres) -Total volume water consumption (in kilolitres) -Water intensity per rupee of turnover - Water intensity per Rupee adjusted for PPP -Water intensity per Product or Service
9	Principle 6, Question 4 [E]	Water Discharge by destination and levels of Treatment.

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Sr. No	BRSR (Essential-[E]) Indicator Reference	Description of Indicator
10	Principle 6, Question 7 [E]	-Total Scope 1 emissions (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) -Total Scope 2 emissions (Break-up of the GHG (CO2e) into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available) -Total Scope 1 and Scope 2 emissions per rupee of turnover (Intensity) -Total Scope 1 and Scope 2 emissions (MT) per Total Revenue from Operations adjusted for PPP (Intensity) -Total Scope 1 and Scope 2 emissions (MT) per Total Output of Product or Services (Intensity)
11	Principle 6, Question 9 [E]	-Total waste generated: Plastic waste, E-waste, Construction demolition waste, Biomedical waste, Battery waste, radioactive waste, Other Hazardous waste and Non-hazardous waste -Waste disposed by nature of disposal – Incineration, landfilling and other disposal operations/ hazardous and non-hazardous waste disposed -Kg of Waste Recycled Recovered /Total Waste generated (intensity) -Waste intensity per rupee of turnover -Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) -Waste intensity in terms of physical output
12	Principle 8, Question 4 [E]	Percentage of input material (inputs to total inputs by value) sourced from suppliers -Directly sourced from MSME/small producers -Directly from within India
13	Principle 8, Question 5 [E]	Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis), as % of total wage cost.
14	Principle 9, Question 7 [E]	Details of Instances involving loss/breach of data of customers as a percentage of total data breaches or cybersecurity events.