

## Biodiversity Policy and No-Deforestation Commitment

Alembic Pharmaceuticals Limited ("Alembic") recognises that biodiversity and healthy ecosystems are essential for environmental sustainability and long-term business resilience. Alembic integrate biodiversity conservation and responsible land-use practices into its operations in a manner consistent with applicable laws, regulatory requirements, and business considerations.

Alembic does not have any of its sites near nationally or internationally bio-protected areas, habitats of rare and endangered species. Alembic confirms that none of its existing sites are located near any internationally recognized areas like World Heritage sites, Ramsar Wetlands, UNESCO Man and the Biosphere Programme (MAB), biodiversity hotspots. It also commits to consider environmental sensitivity in future size selection.

This Policy outlines Alembic's approach to biodiversity management, no-deforestation practices, and tree plantation initiatives.

### Scope & Applicability

This Policy applies to Alembic's manufacturing facilities, R&D centres, offices, and other operations under its operational control. Alembic encourages its contractors, suppliers, and business partners to follow similar principles, where feasible.

### Policy Alignment

This Policy is aligned with:

- The Biological Diversity Act, 2002 and applicable rules in India
- India's National Biodiversity Action Plan (NBAP)
- The United Nations Convention on Biological Diversity (CBD)
- Relevant UN Sustainable Development Goals (SDGs), including:

SDG 12 – Responsible Consumption and Production,

SDG 13 – Climate Action

SDG 15 – Life on Land

### Policy Commitments

Alembic commits to:

- Identify and manage potential biodiversity-related risks and impacts associated with its operations, wherever applicable.
- Avoid or minimise adverse impacts on biodiversity and ecosystems.
- Prevent deforestation due to its operations. No tree should be cut for new building or construction need as far as practicable. Wherever required, infrastructure should be reshaped or reoriented to avoid tree cutting.

- Promote tree plantation or Greenery development. Keep increasing green cover area by finding newer avenues for afforestation.
- Use native and region-appropriate plant species to enhance ecological value and survival rates, wherever feasible.
- Encourage awareness on biodiversity conservation among employees and relevant stakeholders.
- Utilise other biodiversity enhancement measures, including development of artificial ponds and water bodies, wherever feasible.

#### Targets & Implementation

- Alembic aims to support biodiversity enhancement through measurable targets. In this regard, Alembic takes major target:  
**50,000 trees plantation by 2027.**
- Undertake plantation activities either directly or through recognised afforestation programmes, social forestry initiatives, CSR projects, or partnerships with authorised agencies.
- Implement plantation initiatives in a phased manner, aligned with land availability, climatic conditions, regulatory approvals, and local ecological suitability.

#### Oversight

The implementation of this Policy and monitoring of progress against the above indicative targets shall be coordinated by the Environment, Health & Safety (EHS) function, with support from CSR and other relevant departments.

#### Compliance & Review

Alembic shall comply with all applicable environmental and biodiversity-related laws and regulations. This Policy shall be reviewed periodically and updated as required, considering regulatory developments and business priorities.

#### Approved by



Sushil Kumar Kharkwal 14/05/2025  
Head - EHS